CI&T Anti-Modern Slavery Statement FY2023

CI&T's Anti-Modern Slavery Statement has been prepared according to section 54(1) of the Modern Slavery Act 2015 (the "Act") and is applied to CI&T, Inc and CI&T UK Limited.
Modern slavery is defined as the recruitment, movement, harboring or receiving of people (including children) through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation.
This statement demonstrates CI&T's actions to mitigate risks related to this matter and how to report any suspicions that modern slavery may be taking place.
We support and respect the rights expressed in the International Charter of Human Rights and the Declaration of the International Labor Organization on Fundamental Principles and Rights at Work and are aligned with the United Nations Guiding Principles on Business and Human Rights. We continue our pledge to support and advance its principles regarding human rights, labor, environment and anti-corruption.

Our Business Structure

CI&T is a provider of strategy, design and software engineering services to enable digital transformation for some of the world's largest enterprises and fast-growing companies. As companies race to provide their end-customers with a digital-first experience, our highly talented multidisciplinary teams of strategists, designers and engineers bring a 29-year track record of accelerating business innovations through our end-to-end scalable digital solutions. Through our collaborative approach, we are deeply embedded within our clients' organizations helping drive digital transformation in their day-to-day business operations and strategic thinking. We do this at scale with a global presence of over 6,100 professionals spread across nine countries. As a result, many bluechip companies and fast-growing companies across geographies and industry verticals trust CI&T as their partner for digital transformation.

Our pledge

CI&T has a zero-tolerance approach to modern slavery and we are committed to acting ethically, with integrity and transparency in all our business dealings and relationships and to ensuring that modern slavery is not taking place anywhere in our business.

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From an ESG perspective, our commitment to Ethics, Compliance and Human Rights are essential for the company's sustainable development, and the policies are primordial to support our governance and path. We are committed to ensuring compliance with applicable laws and regulations to allow growth with adequate controls, providing support and security for CI&T business, as well as ensuring that all our operations comply with internal policies, standards and procedures.

How we approach modern slavery risks

We have adopted a Code of Ethics and Conduct (available here) applicable to our personnel and our subsidiaries' personnel, including board members, directors, officers, employees, interns and all people acting on our behalf or on behalf of our corporate group. Our Code of Ethics is also applicable to relevant third parties involved in our activities, such as suppliers, consultants and other service providers. It describes our mission and values and provides the relevant conduct standards that must be followed by our personnel and our subsidiaries' personnel.

The Code of Ethics details the expectations CI&T has for all employees, including diversity, respect, and responsibility across all areas of the business and supply chain. The Code sets the expectations CI&T has for all of its employees and partners. We also have an Ethics and Conduct mandatory annual training that all employees must complete. To help ensure that the Code of Ethics and Conduct and the main policies are fully embedded in our culture, our people are required to sign a declaration to confirm that they have read, understood and are in full compliance with all of these documents.

All new employees are provided with safe working conditions and CI&T complies with all local laws with respect to wages, hours and benefits and also with all immigration/work permissions laws. CI&T ensures that all forms of forced or compulsory labor are not used in our operations. All new employees also go through an onboarding process when they are hired for CI&T. In this onboarding, they are introduced to CI&T's values, main policies and the Ethics Reporting Channel (available at ethics.ciandt.com).

CI&T's Ethics Reporting Channel (ethics.ciandt.com) is an open channel to all people - its current and former workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organization. This includes any circumstances around slavery or human trafficking. CI&T does not tolerate any kind of retaliation, as established in our Code of Ethics and Conduct.

We look for suppliers that work with commitment, impact, honesty, mastery and respect. CI&T also has a Code of Ethics and Conduct for Third parties, which determines the conduct we expect of them. In this Code, we make clear that all third parties must comply with all applicable

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laws; prevent fraud and corruption; respect the human rights of its employees and their service providers; comply with laws that prohibit child labor; not engage in or supporting the practice of forced, slave-like labor; assume responsibility for the health and safety of its employees and act in accordance with applicable local and international standards related to environmental protection. Failure to comply with this Code may result in termination of the business relationship. The supplier company is aware that CI&T may, from a legal or moral obligation, report the results of an investigation to the competent legal authorities.

The procurement process for the CI&T US and UK legal entities ensures compliance with anti-slavery laws through due diligence. Suppliers undergo comprehensive vetting, including online checks and labor practice evaluations by providing documentation proving adherence to anti-slavery regulations. Suppliers also renew their registration annually to reconfirm their position. All of our strategic suppliers also accept the terms of CI&T's Code of Ethics for Third Parties, which contains anti-slavery directives. Procurement staff receive information on modern slavery risks, and our Ethics Reporting Channel (ethics.ciandt.com) is in place for confidential reporting of suspicious activities. These measures safeguard against forced labor and human trafficking, promoting ethical practices throughout our supply chain and upholding our commitment to human rights.

We also have a strong ESG strategy that is described in detail in our ESG portal. Diversity and inclusion are fundamental values of CI&T, so we have also developed a Diversity and Inclusion Policy to reinforce that neither managers, associates nor any others acting on behalf of CI&T should practice any form of unfair discrimination against each other, our customers or suppliers.

Reporting modern slavery

Our Ethics Reporting Channel is hosted by an independent external organization, NAVEX Global. The channel is open to anyone from inside and outside of CI&T. It is a global channel that operates 24 hours a day, 7 days a week. In it, the whistleblower has the option of making both an anonymous or an identified report. CI&T counts with the support of an Ethics Squad, an Ethics Commission (composed of people from the management and senior management), as well as internal investigators who have a senior profile and were trained to perform their activities. All complaints are investigated confidentially and CI&T guarantees equality in treatment.

During FY 2023, no complaints or concerns were raised about modern slavery or human trafficking taking place in our business.

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Board approval

This Statement (the "Anti-Modern Slavery Statement") has been adopted by the Board of Directors of CI&T Inc (the Holding Company) on July 17th, 2024 to apply to CI&T US and UK legal entities. References in this Statement to the "Company" are to be construed as references to CI&T US and CI&T UK.

Electronic signature

CI&T, INC

CI&T UK Limited

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Assinaturas

Bruno Guiçardi Neto
Assinou como representante legal em 18 jul 2024 às 16:25:52

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