

Human Rights and Modern Slavery Statement

SENZAIT PRIVATE LIMITED (CIN U73100GJ2022PTC136935) · Version 1.0 · Effective 1 October 2026
· Approved by Mr. Vishalkumar Suthar, Director · Reviewed at least once a year

Why we publish this

SENZAIT is not required by any modern slavery law to publish a statement: we are an Indian private limited company with fewer than twenty people, and none of the reporting thresholds in Australia, the United Kingdom, the European Union or elsewhere applies to us. We publish one anyway, because the customers we export to ask us where we stand, because it is right, and because a company that has never looked at its own supply chain cannot honestly say it is clean.

Our business and our supply chain

SENZAIT provides engineering consulting, research and development, and manufacturing from one location in Gandhinagar, Gujarat, India. We buy metals and engineering plastics, fasteners and standard components, electronic parts and instruments, laboratory consumables, machining and fabrication services, testing services, freight and customs services, and professional services. Almost all of our suppliers are in Gujarat and elsewhere in India; a small number of components are imported through Indian distributors.

The sectors we buy from, metalworking and electronics in particular, are ones where forced labour, bonded labour and child labour are known risks in some supply chains. We treat that as a reason to look, not a reason to assume.

What we do not accept

We do not use, and we will not knowingly buy from anyone who uses, forced, bonded, indentured, trafficked or child labour, in line with the Bonded Labour System (Abolition) Act 1976, the Child and Adolescent Labour (Prohibition and Regulation) Act 1986, the Code on Wages 2019 and the conventions of the International Labour Organization.

Nobody who works for us or for our suppliers should pay to get a job, surrender identity documents, be unable to leave, be paid below the legal minimum, or be under the legal working age.

What we do

- **Our own people.** Everyone at SENZAIT is employed directly, of legal working age, with a written engagement, paid on time at or above the statutory rate, and free to leave with notice. Our Code of Business Conduct and Ethics and our Health, Safety and Environment Policy apply to everyone on our premises.
- **Our suppliers.** From the effective date of this statement, every new supplier receives our Supplier Code of Conduct and signs its acknowledgement before their first order, and our existing suppliers are asked to sign it within twelve months. The code forbids forced and child labour and gives us the right to check and to end the relationship.
- **Screening.** Before appointing a supplier in a higher-risk category, which for us means labour-intensive fabrication, casting, recruitment and labour contracting, and any source outside India, we ask about their workforce, their wage records and their own suppliers, and we record the answers.
- **Contracts.** Our purchase orders refer to the Supplier Code of Conduct, and a breach of its labour provisions is grounds for cancellation.
- **Responsibility.** The Director is responsible for this statement and for the supplier screening. Concerns are raised through our Speak Up Policy, info@senzait.com with the subject line "SPEAK UP", by anyone including a supplier's worker, and are investigated.
- **Remedy.** If we find that a person working in our supply chain has been subjected to forced or child labour, our first duty is to that person: we do not simply walk away from the supplier and leave the worker where they are. We work with the supplier to put it right and, where the law requires, inform the authorities.

Where we are honest about the limits

We have visibility of our direct suppliers and little beyond them. We cannot audit a metal mill or a chip foundry. What we can do is choose suppliers who can answer our questions, keep records of what we asked, and improve each year. This statement will be updated annually with what we did, what we found and what changed.

Mr. Vishalkumar Suthar, Director · SENZAIT PRIVATE LIMITED · Gandhinagar, 1 October 2026