

PAYPOINT PLC: MODERN SLAVERY STATEMENT

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. The statement covers the activities of the PayPoint group of companies and relates to actions and activities during the financial year to 31 March 2020, to prevent slavery or human trafficking in its own business and its supply chains.

Our business

PayPoint plc is the group holding company with subsidiary undertakings in the UK and Romania. The group activities are:

- processing consumer transactions for payment products and services, collecting payments on behalf of utility and customer service organisations in retail outlets across the UK and Romania. PayPoint is also able to provide Cash Out services for its clients, allowing them to easily issue payments and refunds to consumers
- providing retail outlets with services essential to running a modern convenience store. This includes a cloud-based EPoS solution with integrated card payment facilities allowing retailers to operate their stores in a modern and efficient manner. PayPoint also offers ATMs, SIMs and access to a parcel pick-up and drop-off service (Collect+) which helps retailers generate additional footfall and increase their sales

Our policies on slavery and human trafficking

Slavery, including modern slavery, is a crime and a violation of fundamental human rights. At PayPoint, we have a zero-tolerance approach to slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships. We are also committed to implementing and enforcing effective systems and controls to ensure that slavery is not taking place anywhere in our

business and to ensure, on a risk based approach, that modern slavery is not taking place in our supply chains.

PayPoint operates the following policies that support its approach to the identification of modern slavery risks and the steps to be taken to prevent slavery and human trafficking in its operations:

Modern Slavery Policy – this policy provides guidance to employees on implementing and enforcing effective systems and controls to ensure slavery is not taking place in our own business and to encourage partners in our supply chains to adhere to our standards on modern slavery and human trafficking. We are currently in the process of reviewing and refreshing our policy which once completed will be rolled out as a e-learning session to all our employees to raise their awareness.

Ethical Principles – this sets out our core values and standards and is the foundation of our ethical framework. As part of the induction process, new employees are required to undertake training to raise awareness of PayPoint's ethical principles.

Whistleblowing Policy – PayPoint's whistleblowing procedures seeks to prevent all types of malpractice including slavery or human trafficking. It enables employees to report concerns about the application of the Modern Slavery Policy or business practices within the group either internally or via the whistleblowing helpline. The Board of Directors receive details of any issues raised and how they have been followed up. No issues concerning Modern Slavery were raised during the FY2020 financial year.

Recruitment Policy - PayPoint's recruitment policy includes conducting checks on eligibility to work in order to safeguard against modern slavery and human trafficking. We use only specific reputable employment agencies to source labour, and we always verify the practices of any new agency used before accepting workers from that agency. All our UK employees, including temporary staff, receive at least the national minimum wage.

Our supply chains

To ensure our supply chains comply with our policy, we continue to develop our supplier due diligence processes. For our UK businesses, 99% of suppliers are UK based or in other countries considered to have a low prevalence of slavery according to the [Global Slavery Index](#) (GSI). The GSI considers Romania to have slightly higher risk than the UK. For our Romania businesses, 99% of suppliers are based in Romania. As part of our supplier due diligence enhancement processes, suppliers considered to be more vulnerable to modern slavery risk were reviewed closely and no modern slavery red flags were found. We have also commenced a review of our Supplier Management & Procurement Policy to enhance our due diligence for new suppliers in regard of modern slavery which we intend to roll out by the end of 2020.

Our main supplier spend relates to:

- manufactured goods including IT hardware, electronic point of sale equipment and Automatic Teller Machines (ATMs)
- the manufacture, supply and installation of smart gas and electricity meters by third parties; and
- the provision of operational support and IT services and software
- the provision of business support services including marketing, recruitment, legal, finance and consultancy services

Our business depends on our network of retailers who use our point of sale systems to provide payment, top up and parcel services to consumers. Our retail network comprises:

- Multiple owned retailer groups
- Symbol owned retailer groups
- Independently owned retailers

Our agreements with these retailers require them to comply with anti-slavery and human trafficking laws and our Modern Slavery Statement. Retailer compliance with our policy forms part of our supplier due diligence enhancement processes.

Training

We provide training our employees annually via our Learning Zone. The training is tailored to ensure an appropriate level of understanding of the risks of modern slavery and human trafficking in our business and supply chains.

Board approval

This statement has been approved by the Board of Directors of PayPoint plc.



N Wiles

Chief Executive

PayPoint plc

Date: 22 September 2020