



DeLaRue

# Group Human Rights Policy Statement

De La Rue is committed to maintaining a culture where everyone is treated in an ethical and respectful way. We strive to promote and uphold human rights within our business, in the wider supply chain and in the communities in which we work. In addition to adhering to the laws and regulations of every country in which we operate, our Code of Business Principles, Supplier Code of Conduct and supporting policies reinforce our commitment to protect human rights. This policy statement covers the De La Rue Group of companies.

## Diversity, equity and inclusion and freedom from discrimination

De La Rue's employees and contractors are treated equitably, and we do not tolerate discrimination on grounds of any aspect of individuality including gender, transgender status, age, sexual orientation, religion or belief, colour, nationality, national origin, disability, marital status, or trade union affiliation. All parts of our business are required to follow this principle in line with the Group's Inclusivity Policy which describes De La Rue's commitment to diversity, equity, and inclusion and how we create a working environment where all people feel valued and respected as individuals.

## Fair working conditions

De La Rue aims to provide fair working conditions to all employees, regardless of their position in the Group. We treat all employees fairly and honestly, provide every employee with written particulars of their employment and pay wages that reflect equal pay for equal work, the local markets and conditions. We will always exceed or meet the national minimum wage requirements and comply with national regulations on working hours.

## Freedom of association and collective bargaining

We recognise and respect the right of our employees to choose freely to join or not join a trade union or similar external representative organisation and to collectively bargain when represented by a legally recognised trade union. National and other applicable laws and regulations concerning an individual's freedom of association are complied with at all times without fear of reprisal, intimidation or harassment.

## Elimination of forced, compulsory and child labour

We will not employ illegal child labour, forced, trafficked or bonded labour. Our recruitment policy includes conducting checks on age and eligibility to work in order to safeguard against child labour and modern slavery and human trafficking.

## Health, safety and wellbeing

We ensure that all our health and safety processes are robust and meet our responsibility to keep our employees and everyone visiting our sites safe and secure. This is done through clearly defined responsibilities, clear communication and training, risk assessment and the implementation of appropriate controls. Internal and external support mechanisms are provided to support physical and mental wellbeing. We maintain an ISO certification for occupational health and safety.

## Suppliers

De La Rue's Supplier Code of Conduct explicitly sets out our expectations of suppliers regarding human rights matters, including the elimination of forced and compulsory labour, the prohibition of child labour, the provision of equality of opportunity and opposition to discrimination. De La Rue's terms of purchase require suppliers to abide by the Supplier Code of Conduct and any breach of this requirement is grounds for termination of the supplier contract.

We conduct due diligence to avoid complicity in human rights abuses, and we seek to avoid causing or contributing to adverse human rights impacts through our own activities and business relationships.

## Raising concerns and addressing issues

De La Rue's whistleblowing policy and procedures encourage and enable employees and business partners to report concerns about the application of the Code of Business Principles or business practices within the Group, including concerns about human rights issues. Concerns may be raised internally or via an independently operated telephone/online service. We will not tolerate retaliation or reprisal against any workers, suppliers, or others for reporting human rights or other ethical concerns in good faith.

The business has remedial processes in place should any human rights infringements be identified and strives to provide and/or cooperate in the provision of effective remedy if adverse human rights impacts occur as a result of our activities. We operate in a spirit of continuous improvement and are committed to improving our systems to identify and respond to concerns.

## Monitoring and reporting

We monitor and report externally on our human rights commitment and efforts including:

- As signatories to the United Nations Global Compact, we are aligned with its human rights and labour standards and are required to confirm our ongoing commitment to the initiative and report on our progress annually.
- Each year our annual report includes information regarding our approach to human rights issues.
- Pursuant to the UK Modern Slavery Act 2015, we produce a Modern Slavery Statement on an annual basis which is published on our website. The statement outlines the steps we take to combat modern slavery and human trafficking in our business and supply chains and how we monitor modern slavery risks.

## Board approval

This statement has been approved by Board of Directors of De La Rue plc, who will review and update it annually.

Clive Vacher  
Chief Executive Officer

25 July 2024