

## Policy statement against Modern Slavery and Human Trafficking

Neopost is committed to acting ethically and with integrity in all its business relationships and has zero tolerance for modern slavery and human trafficking. As part of this commitment, we prohibit the use of forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery, or trafficking of persons and employment of children within our organisation and our supply chains. We have taken a variety of actions to ensure that such situations are not taking place, including the following:

- a. A Code of Conduct sets the internal policies and procedures implemented within the organisation to ensure that employees are treated fairly, with respect for human rights, and are not exposed to unsafe working conditions or in any way forced to work under slavery conditions. These requirements also apply to suppliers and are communicated through our Supplier Code of Conduct.
- b. As part of Neopost supplier approval process, due diligence is being undertaken to ensure that each supplier meets with our requirements as set out within our Supplier Code of Conduct, which also outlines the responsibilities and commitments of Neopost and its employees.
- c. Training and awareness of the Supplier Code of Conduct is being provided to employees engaged with suppliers.
- d. Contracts established with suppliers comprise specific clauses requiring them to comply with applicable regulations and international standards (UN Global compact principles & ILO conventions).
- e. For existing suppliers, verification of conformance is performed on a regular basis through risk assessment, focussed questionnaires and supplier reports. This includes supplier policies and practices with regard to human rights and controls as well as management and oversight of their own suppliers, with particular emphasis on any labour brokers.
- f. Suppliers demonstrating known risk factors for modern slavery or human trafficking and showing high risk are assessed in more depth. In the event of a breach of our Supplier Code of Conduct, the supplier must comply without delay otherwise this may lead to the termination of partnership and contract. Neopost will not support or deal with any business knowingly involved in slavery or human trafficking.

Neopost Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources to ensure that slavery and human trafficking is not taking place within its organisation or within its supply chain.



Duncan Groom  
Managing Director