

Modern slavery statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. This statement covers the activities of the De La Rue Group of companies and relates to actions and activities during the financial year 1 April 2019 to 31 March 2020 to prevent slavery or human trafficking in its own business and its supply chains.

Organisational structure and supply chains

De La Rue is a provider of high security printing and related services to businesses and governments and operates globally. It has two customer facing divisions – Authentication and Currency – with joint support for both divisions from central functions.

The Currency Division is an integrated provider of finished banknotes and a provider of polymer substrate and security features to central banks, state printing works, state paper mills and other commercial entities. The Authentication Division supplies a range of physical and digital solutions such as tax stamps and supporting software solutions, authentication labels and associated brand protection digital solutions, cheques and bank cards, and ID security components including polycarbonate.

De La Rue has manufacturing sites in the UK, USA, Malta, Sri Lanka and Kenya and representative offices in a number of other locations around the world. Our main suppliers are larger established international companies.

Relevant policies

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

Anti-Slavery and Human Trafficking Policy – De La Rue's Anti-Slavery & Human Trafficking Policy sets out our approach to anti-slavery and provides guidance to employees on implementing and enforcing effective systems and controls to ensure slavery is not taking place in our own business or our supply chain. This policy is reviewed annually.

Our supporting policies are:

- **Code of Business Principles** – De La Rue's Code of Business Principles sets out our core values and standards and is the foundation of our ethical framework. As part of the induction process new employees confirm that they understand the Code and will adhere to it. They are asked regularly to confirm their adherence to the Code and undertake training on various topics and policies included in the Code. All suppliers confirm that they will at all times abide by De La Rue's Code of Business Principles. During the 20/21 financial year a Supplier Code of Conduct will be launched which explicitly sets out De La Rue's expectations of our suppliers on modern slavery matters.

- **Whistleblowing Policy** – De La Rue's whistleblowing procedures enable employees and business partners to report concerns about the application of the Code of Business Principles or business practices within the Group. The procedures encourage raising issues either internally or via the De La Rue Codeline, an independently run telephone helpline. The Board of Directors receives details of any issues raised and how they have been followed up. This would include concerns over or breaches of our Anti-Slavery and Human Trafficking Policy but none were raised during the 19/20 financial year.

- **Recruitment Policy** – De La Rue's Recruitment policy includes conducting checks on eligibility to work in order to safeguard against modern slavery and human trafficking. It is our policy to pay the national minimum wage in the UK and any equivalent requirement in the other countries in which we operate.

Due diligence processes

De La Rue undertakes commercial and operational due diligence when approving new suppliers. Our standard terms and conditions for suppliers include confirmation of adherence to our Code of Business Principles, and that they will not employ illegal child labour, forced or bonded labour or condone illegal child labour. A risk based ad hoc approach is taken to repeat due diligence on suppliers. During the 20/21 financial year we plan to implement a new third party risk management strategy. This strategy will include a new cloud-based onboarding platform; new trading partners signing up to a Supplier Code of Conduct; a new standard De La Rue contract for goods and services which includes modern slavery provisions; and a range of risk monitoring tools.

Risk assessment

Our new third party risk management strategy outlined above includes improvements to our supplier qualification process which will improve our current manual risk assessment methods by delivering a more formalised and automated approach to identifying key risks within our supply chain, including slavery and human trafficking.

De La Rue's recruitment processes involve robust identity checks and checks on eligibility to work.

Measuring effectiveness

There is no established international indicator in this area and as yet we have not identified an appropriate indicator in our industry for the effectiveness of an anti-slavery and human trafficking policy but we will monitor appropriate sources and if identified implement such a system.

Training for staff

De La Rue's Anti-Slavery and Human Trafficking Policy has been rolled out internationally through our online information portal and more formal training will be rolled out to relevant groups of employees during the 20/21 financial year.

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
24 September 2020