

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 2018 to 31 March 2019 to prevent slavery or human trafficking in its own business and its supply chains.

Organisational structure and supply chains

De La Rue is a manufacturer of banknotes, passports, identity solutions and product authentication and traceability products for sale to customers across the world. We have manufacturing sites in the UK, 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 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. We have reviewed and refreshed our policy this year.

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. We had a successful meeting of our ethics champions from around the world in the UK in October 2018 as part of our ongoing drive to promote ethical business practices. As part of the induction process new employees confirm that they understand the Code and will adhere to it. They are asked to regularly confirm their adherence to the Code.

- **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 have been raised to date in this 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.

Due diligence processes

De La Rue undertakes commercial and operational due diligence when approving new suppliers. We have commenced a redesign of our supplier qualification process to help further refine its operational effectiveness which will include refined due diligence processes in the supply chain related to slavery and human trafficking. We intend to roll out the supplier due diligence process in the next financial year.

Risk assessment

Our redesigned supplier qualification process will improve on 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. We anticipate rolling out the new system in our next financial year. Within our business our recruitment processes involve 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 refreshed Anti-Slavery & Human Trafficking Policy has been rolled out internationally this financial year through our online information portal. On a case by case basis it will be highlighted at various sites, business locations and to relevant groups of employees.

Board approval

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



Martin Sutherland, Chief Executive Officer
31 January 2019