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checkout.com

MODERN SLAVERY AND HUMAN TRAFFICKING TRANSPARENCY STATEMENT 2024

INTRODUCTION

At Checkout.com group ("Checkout.com" or the "Group"), we are committed to playing our part in helping prevent any incident of modern slavery in our organization and have a zero-tolerance approach to modern slavery.

Checkout.com is committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within our business or in any of our supply chains.

This statement is issued by Checkout.com in accordance with the reporting requirements in place in the relevant countries in which it operates, including section 54(1) of the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 (Cth), and applies to the financial year ending 31 December 2022. Our statement sets out the steps we take and have taken to assess and address the risks of modern slavery (including forced labour and human trafficking) in our operations and supply chains.

We also expect the same high standards from all of our contractors, suppliers, and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory, or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their suppliers to the same high standards.

OUR ORGANISATION

Checkout.com's mission is to enable businesses and their communities to thrive in the digital economy. We are partners, not providers to our clients. In the last decade, we've grown substantially as a business, in terms of both our workforce and our global presence. We now have employees working across over 20 global locations worldwide, each one of us is passionate about helping our merchants worldwide grow through our next-generation payments platform.

When Checkout.com launched as a cloud-based payments platform in 2012, we could not foresee the speed of global digitization. From the eCommerce boom and our growing obsession with digital experiences, through the rise of web and cryptocurrency to the dawn of the metaverse, the transformation is real and the pace of change is only accelerating.

POLICIES

Checkout.com, at all times, is committed to conducting our business in compliance with all legislation and regulations, which are relevant to our business within the countries that we operate. In keeping with our commitment to act with integrity in all our business dealings, our existing policies are relevant to ensuring that there is no slavery or human trafficking in any part of our business or our supply chains.

We expect our suppliers, partners, and merchants to also meet these high standards. Checkout.com has reviewed and kept up-to-date internal policies, instructions, and governance demonstrating our commitment, requiring employees to raise concerns about any identified or suspected non-compliance, and confirming that employees will not suffer any detriment for raising such concerns. These internal policies, instructions, and governance include, but are not limited to, the following:

- Anti-money laundering and counter-terrorist financing;
- Conflicts of interest;
- Code of business conduct;
- Whistleblowing.

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OUR SUPPLIERS

As part of supplier onboarding, all suppliers must review and confirm compliance with both our Modern Slavery and Human Trafficking Transparency Statement and Supplier Code of Conduct. The Supplier Code of Conduct is an indication of our commitment to acting ethically and with integrity in all our business relationships and requires our suppliers to do the same. The Supplier Code of Conduct outlines the principles, guidelines and expectations for establishing and maintaining a business relationship with us. We are committed to partnerships with suppliers that share our dedication to conducting business in a legal, ethical and socially responsible manner.

DUE DILIGENCE AND RISK MANAGEMENT

Before entering into a relationship with a new supplier, partner or merchant, we conduct due diligence activities to assess the risks of partnering with that supplier, partner or merchant and to provide assurance that the supplier, partner or merchant meet expectations regarding adequate controls. As part of these due diligence exercises, we conduct a series of checks that take account of risks including product type and country of origin risk, and financial crime indicators.

Terms & Conditions:

Our contracts with our suppliers and merchants contain specific terms and conditions which require them to comply with all applicable laws and regulations in their provision of goods or services and to conduct their business in accordance with our standards and expectations. We reserve the right to terminate our contracts with suppliers and our merchants for non-compliance with such laws, regulations, and standards.

Ongoing Monitoring:

We conduct ongoing monitoring of our suppliers and our merchants to ensure that they are compliant with their contractual commitments and are delivering products or services by our standards. Suppliers and merchants that present heightened risks may be subject to additional audits or reviews.

PERFORMANCE

Checkout.com is committed to adherence to the risk management approach and due diligence processes noted in this statement when working with suppliers and merchants. All new employees are required to complete a mandatory compliance training module as part of their onboarding process which refers employees to our Supplier Code of Conduct and this Modern Slavery and Human Trafficking Transparency Statement. This training data will be monitored and reported to the People team with the targeted completion of 100% of employees within 90 days of starting employment at Checkout.com.

As part of our commitment to ongoing excellence and compliance, the intention is to ensure that as a component of our regular compliance training cadence, all employees will be required to complete a regular refresher course every year to ensure knowledge and understanding are up to date.

BOARD APPROVALS

The Modern Slavery and Human Trafficking Transparency Statement was approved by the Boards of Directors of Checkout Payments Group Limited, Checkout Ltd, and Checkout Technology Ltd and was signed by the Group Chief Executive Officer.

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Signed by

Guillaume Pousaz

Guillaume Pousaz

Chief Executive Officer
Checkout.com