

Modern Slavery and Human Trafficking Statement

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 January 2024. Quadient UK Limited ("the Company", "we", "us", or "our") is committed to preventing slavery and human trafficking violations in its own operations, its supply chain and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational Structure

Quadient UK Limited is the subsidiary of Quadient SA, the parent company of the Quadient group, and has business operations in the United Kingdom.

Quadient is the driving force behind the world's most meaningful customer experiences, helping organisations deliver exceptional experiences by focusing on:

- Intelligent Communication Automation
 - Digitisation and automation of business-critical communication activities, providing world-class integrated SaaS solutions that help companies transform quickly, save money, and make meaningful connections with their customers through effective and relevant multi-channel communications.
- Intelligent Parcel Locker Solutions
 - Providing a wide variety of secure locker solutions, we help our clients manage more deliveries to more places and solve their last-mile delivery challenges.
- Smart Mailing and Shipping Solutions
 - We provide the hardware, software, and expertise required to manage accurate and timely physical communications.
- Accounts Payable Automation Solution
 - Automated accounts payable solutions which reduce manual data entry, cut costs, eliminate risk, and enable remote work.

The nature of our supply chains is as follows: We work with a number of key direct suppliers who provide us with goods and services for Quadient's own use, and suppliers that provide equipment that is sold by Quadient or components that are used in Quadient's manufacturing process.

For more information about our company, please visit our website: www.quadient.com/en-gb/about-us

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner; these include the following:



- Business Partner Code of Conduct
 - Quadient is committed to doing business in a responsible, ethical, and sustainable manner. As a signatory of the UN global compact, Quadient is committed to promoting the 10 fundamental principles addressing human rights labour standards, environmental protection and anti-corruption. This code of conduct is designed to communicate the requirements that drive Quadient's sustainable business strategy
- Code of Ethics
 - Our Code of Ethics provides guiding principles to help us act in the best interests of Quadient so that we all succeed. This instrumental booklet describes best practises and policies that we believe will elevate our company's reputation and set us on a path of continued growth. In short, our Code of Ethics stands as a testament to doing what we know is right
- Whistleblowing Policy
 - Quadient is committed to upholding and providing information about our staff members rights in relation to making qualified and protected disclosures (i.e. whistleblowing), to help our organisation operate with honesty and integrity. All staff members should have the confidence to raise a suspected wrongdoing and should know that it will be taken seriously and investigated as appropriate. Staff members raising genuine concerns should be able to do so without fear of reprisals, even if the staff member turns out to be mistaken
 - Quadient uses a 3rd party platform to collect protected/whistleblowing disclosures which is accessible to anyone, internal or external to Quadient

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Formal onboarding/due diligence of all business partners which includes
 - Screening (sanctions/watch lists/PEP's)
 - Reputational/adverse media checks
 - CSR evaluation questionnaires
- Standard compliance clauses included in agreements with provision to terminate for non-compliance
- Automated on-going monitoring of all business partners
- Formal, independent investigation of all whistleblowing cases

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains
- Provide protection for whistleblowers



Risk and Compliance

The company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier
- Creating an annual risk profile for key suppliers
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping

For suppliers providing products/services for Quadient's own use, we do not consider we operate in a high-risk environment because the majority of the Quadient supply chain is based in Europe and in low-risk industries such as IT and services.

Quadient considers the risk level to be higher for suppliers providing products/components for manufacturing and have implemented additional policies and associated controls to ensure that modern slavery is not present in the supply chain. These policies and controls are aligned with the UN Global Compact of which Quadient is a proud signatory.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will require that supplier to remedy the non-compliance else the agreement will be terminated.

Effectiveness

The company uses Key Performance Indicators (KPI's) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPI's are focused on the following:

- Supplier Code of Conduct attestation
- Supplier ESG practices evaluation
- 3rd party annual screening and ongoing monitoring of suppliers

Training Staff

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers

- How to identify the signs of slavery and human trafficking
- What initial steps should be taken if slavery or human trafficking is suspected
- How to escalate potential slavery or human trafficking issues to the relevant parties within the company
- What steps the Company should take if suppliers in its supply chain do not implement anti-slavery policies in high-risk scenarios, including their removal from the company's supply chain

Quadient UK 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.

A handwritten signature in black ink, appearing to read "Duncan Groom".

Duncan Groom
Chief Operating Officer