

# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

SUSTAINABILITY STATEMENT



This statement is made in accordance with section 54 of the UK Modern Slavery Act 2015 and requirements set out in Part 2 of the CA Fighting Against Forced Labour and Child Labour in Supply Chains Act, SC 2023, c 9. It covers the activities of SICPA SA and its subsidiaries and relates to actions and activities during the year ending 31 December 2023 to prevent slavery or human trafficking in its own business and supply chains.

## Our organization

SICPA SA (hereafter “SICPA”), a Swiss family-owned technology company with an international footprint, operating sites, production facilities and Centres of Excellence on all continents, is a market leader in security inks and leading provider of secured authentication, identification, traceability and supply chain solutions.

SICPA enables trust between state institutions and individual citizens by protecting the sovereignty of strategic value chains, guaranteeing the authenticity of data, and securing the integrity of banknotes, transactions, e-services, and official documents. In addition, SICPA enables trust between companies and their customers with solutions for authenticating products and safeguarding legitimate economic actors and individual consumers from counterfeit products.

SICPA Securink Corp. is an affiliate from SICPA SA (the latter owning all shares of the first-mentioned).

## Our commitment

SICPA is committed to acting with integrity and in compliance with all applicable laws, as a key component of its purpose “Enabling trust”. The company requires all its employees and suppliers to behave in compliance with them and with all its internal policies. In addition to international rules, SICPA is committed to operating as a responsible corporate citizen across the environmental, social, and governance spheres, adopting the ten Principles of the UN Compact and working in accordance with the UN SDGs.

SICPA is firmly committed to respecting human rights everywhere it operates and thus not allowing any form of slavery or human trafficking to take place in any part of its business.

## Related policies

The company’s commitment is supported by the following policies that describe its approach to the identification of modern

slavery and forced or child labour risks and steps to be taken to prevent slavery and human trafficking in its operations:

**Code of Conduct** – SICPA’s Code of Conduct sets out our core values and standards and is the foundation of our integrity framework. As part of the induction process new employees confirm that they understand the Code and will adhere to it. Around 300 particularly exposed people are regularly asked to confirm their adherence to the Code and undertake training on various topics and policies included in the Code.

<https://www.sicpa.com/coc>.

**Supplier Code of Conduct** – The company requires all its suppliers to sign and abide by its Supplier Code of Conduct, which covers topics such as child labor, freely chosen employment, non-discrimination, human treatment, employment conditions and freedom of association, and which also apply to their upstream suppliers and subcontractors.

**Speak Up Line** – SICPA encourages employee and external stakeholder to speak up if they have a concern. The SICPA Speak Up Line (our whistleblower system) is accessible to both employees and external stakeholders since 2020 to facilitate the confidential reporting of any concerns or non-compliance of known or suspected violations of applicable laws, the company’s Code of Conduct or business practices. The Speak Up Line is available 24 hours a day and is operated by a third-party provider through a web-based portal and call centre. It offers the option to report anonymously.

SICPA has a non-retaliation policy and will not tolerate retaliation against a whistleblower who reports in good faith. [www.sicpa.com/speak-up-line](http://www.sicpa.com/speak-up-line).

**Human Resources policy** – SICPA is committed to eliminating bias and discrimination in all its internal processes globally, across every aspect of employment, from recruitment to career progression. The company offers fair and equitable compensation packages reflecting individual performance, and actively monitor our people’s pay and benefits to identify and address potential inequalities.



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## **Due Diligence and risk assessment**

SICPA undertakes commercial, ethical and operational due diligence when approving new suppliers. This due diligence includes a reasonable online investigation to validate that a particular organization has never been convicted of offenses relating to modern slavery. Suppliers undergo a selection process that examines a range of criteria including ethical and human rights considerations.

As a company, we seek continuously to identify and address current and potential human rights risks while also seizing opportunities to create a positive impact in the communities in which we and our suppliers operate, thereby increasing the sustainability performance of our supply chain.

## **Remediation**

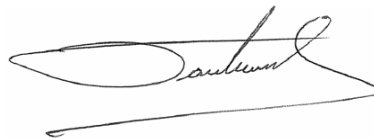
To the best of our knowledge and so far, SICPA has not identified any forced or child labour in its business activities or its supply chains. Therefore, no remediation measures were ever required at the date of this report. Nonetheless, SICPA will continue to assess its activities and supply chains and consider appropriate means of remediation for forced or child labour should they arise.

Furthermore, SICPA is not aware of any situations where its efforts to prevent and reduce the risk of modern slavery in its activities or supply chains contributed to a loss of income for vulnerable families. In the event forced or child labour would be identified within our supply chains, SICPA would take prompt and appropriate remedial action. SICPA has considered potential risks which would appear in its supply chain and is prepared, if necessary, to engage immediately with suppliers to address violations and implement corrective measures, such as providing training and support to improve labour practices.

In addition, SICPA will continue to develop a process for providing remedies and support to affected individuals, including access to grievance mechanisms and compensation where appropriate.



**Gianni Nigro**  
*Chief Operating Officer*  
*Solutions Delivery and Operations*  
Member of SICPA's Executive Committee



**Jean-Paul Vionnet**  
*Chief Operations Officer*  
*Manufacturing Operations*  
Member of SICPA's Executive Committee

## **Training**

SICPA uses prevention and staff awareness strategies to actively avoid compliance breaches occurring in the first place. Our employees take part in e-learning programs on compliance related topics, including our Code of Conduct. We aim to provide regular training to our procurement/sourcing teams so that they understand the signs of modern slavery and forced or child labour and what to do if they suspect that it is taking place in our supply chain.

## **Assessing Effectiveness and Continuous Improvement**

Currently SICPA operations are considered at low risk for modern slavery and forced or child labour due to the nature of our business. As SICPA has not yet identified suppliers at risk for modern slavery in its supply chains, SICPA does not yet have a formal process for measuring effectiveness in the mitigation and prevention of modern slavery.

SICPA will continue to review its activities, suppliers and its supply chain in order to develop this process to ensure that its compliance program addresses and mitigates any risks of modern slavery.

SICPA's due diligence process, policies and procedures are an ongoing effort, and we continually monitor and evaluate our supply chains for potential risks and opportunities for improvement. We will review and update our policies, procedures, and practices based on lessons learned and emerging best practices to strengthen our prevention efforts over time.

## **APPROVAL AND ATTESTATION**

We, on behalf of SICPA's Executive Committee and in our capacity as COOs of SICPA, attest that we reviewed the information in this report. We attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year from 1 January 2023 to 31 December 2023.