

UK MODERN SLAVERY STATEMENT

This statement is made in accordance with s.54 of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ending December 2021, made on behalf of Deluxe UK Holdings Limited and its subsidiaries (“Deluxe”).

Deluxe provides digital services and technology solutions for content creation and delivery. Please click on the link below to find out more about Deluxe and its group: <https://www.bydeluxe.com/meet-deluxe>.

Our commitment & principles

We are committed to conducting our business in accordance with our Global Values, which are to: be pioneers, pursue diversity, act with integrity, take ownership, collaborate and exceed expectations.

As an organisation, we are committed to taking steps designed to ensure that we do not participate in the violation of human rights and expect the same of our partners and suppliers. We recognise that modern slavery exists in many forms across many industry sectors and continually are in the process of formalising policies and procedures that are reasonably designed to ensure that slavery and trafficking does not take place within Deluxe’s own operations and to identify and combat any risks of slavery or trafficking occurring within the operations within our direct supply chain.

We believe that all employment should be freely chosen and commit to refrain from any form of forced or involuntary labour.

We are opposed to the use of any form of child labour or practices that inhibit the development of children.

Our policies relating to slavery & human trafficking

We are committed to respecting the human rights of our employees, and those working on our behalf. Deluxe’s employment policies are designed to assist us with complying with applicable laws and to protect the rights and freedoms of our employees. The policies address issues such as working conditions, wages, remuneration, whistleblowing, discrimination, health and safety within the workplace. Reports of violations of Deluxe policies are investigated and are responded to which may include remedial or preventive action, as Deluxe deems necessary.

In February 2017, the Deluxe group adopted a Global Code of Business Conduct, which guides all our company activities. The Code applies to all employees of Deluxe group companies, wherever they are located.


Managing risk in our business operations & supply chain

We are committed to maintaining high ethical standards across our supply chain.

Deluxe’s standard terms and conditions for vendors generally require suppliers to comply with all applicable statutory requirements and allow Deluxe to terminate relationships with suppliers that do not comply with such requirements.

We are committed to reviewing our policies and contracting practices in relation to slavery and human trafficking and will update this statement as appropriate.

The board of directors of Deluxe UK Holdings Limited have reviewed this statement and approved it on 8 November 2022

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Cyril Drabinsky

Director