



Anti-slavery and Human Trafficking Statement

(for the financial year ended 31 March 2022)

Domino Printing Sciences plc and its subsidiary companies (including all of its UK subsidiaries, namely Domino UK Limited, PostJet Systems Limited and Lake Image Systems Limited) (“Domino”) are committed to maintaining and improving practices to prevent modern slavery and human trafficking in every part of its business and supply chain.

Company Overview

Domino is a developer and manufacturer of industrial coding, printing and marking technology and digital printing solutions. We are a part of the Brother Group, and our ultimate parent company is Brother Industries, Ltd. Brother Industries, Ltd. is a global electronics and electrical equipment manufacturer headquartered in Japan.

Supply Chain Overview

Domino purchases hardware, fluids and raw materials from a range of suppliers (“Suppliers”) around the world including some within higher risk jurisdictions.

Our Principles and Policies

Domino understands that the role of corporations has become more significant in achieving a sustainable society and Domino has adopted an Ethical Business and Anti-Bribery Policy (the “Ethics Policy”) to address how we fulfil our social and ethical duties. This includes our commitments to respect fundamental human rights by providing fair working conditions and prohibiting coerced, forced and child labour and other illegal labour practices, both within our own organisation and our supply network. These policies are regularly reviewed to ensure they are kept in line with current legislation and best practice. To ensure rigorous implementation, Domino has a whistleblowing system and encourages its employees to report any relevant violations of the Ethics Policy or other local laws or regulations.

The Suppliers are also regularly reviewed, and in so doing we take into account where Suppliers are based (and from where they may in turn source the products, or constituent parts in those products, that are supplied to Domino) and any changes that have occurred since the last review.

Domino has a defined process for engaging its global inbound supply base to ensure compliance with the Domino ethical principles and policies. The process sets a global standard that each Domino operational site should follow, ensuring the same process and tools are embedded across the organisation.

The Domino Supplier Code sets out expectations for Suppliers against the following international declarations, conventions and initiatives:

- The United Nations Declaration of Human Rights;
- International Labour Conventions;
- The United Nations Convention Against Corruption;
- United Nations Global Compact.

One of the pillars of the Domino Supplier Code is: “Treating People Fairly.” This sets out the minimum standards that Suppliers are expected to adhere to. It requires “suppliers to ensure that no goods or services are supplied to any member of the Domino Group using forced, trafficked, coerced or child labour.”

Domino has recently updated the Domino Supplier Code after consultations with a number of key stakeholders across the Domino Group. This update provides a refreshed approach to ensuring Suppliers are committed to our standards and ethics.

Two extracts from the updated document are as follows:

“We expect all supplier partners to be fully compliant to their applicable local laws, and in addition be focussed on adherence to wider recognised international environmental, social and corporate governance standards, the underpinning principles of the Domino Supplier Code.

Active policies covering the 4 key principles of our Supplier Code must be formally in place and cascaded throughout the organisation;

- ***Principle 1 – Treating People Fairly***
- ***Principle 2 – Providing a Safe and Healthy Workplace***
- ***Principle 3 – Protecting the Environment***
- ***Principle 4 – Behaving Ethically”***

“We work proactively with our supply chain and carry out regular on-site audits, ensuring compliance at the introduction stage and throughout the trading relationship.”

To find out more about the Domino Supplier Code, please refer to <https://www.domino-printing.com/resources/english/legal/domino-supplier-code.pdf>.

Supplier adherence to our values

We have a zero-tolerance policy in respect of slavery and human trafficking. We have in place a system focusing on our raw material and hardware suppliers to ensure that they comply with our values.

The system includes self-assessment questionnaires, audits and contractual warranties to require Suppliers to comply with the Domino Supplier Code. In the event that we are not reasonably satisfied with the outcomes of audits or responses to questionnaires submitted by Suppliers, we request Suppliers to explain the responses in detail and/or submit an improvement action plan. Ultimately, we reserve the right to terminate our contract with Suppliers who do not meet our relevant standards.

Other steps we take

Any new or revised supply agreements that Domino enters into with Suppliers include provision for adherence to the Domino Supplier Code. Corporate Social Responsibility audits are an integral part of our selection process for new Suppliers. The existing supply network has been assessed according to Domino’s Corporate Social Responsibility policies and procedures. A risk-based approach (dependent upon, geography, industry and impact) determines the frequency and nature of the review process.

Domino is a member of SEDEX and is audited by SEDEX approved audit bodies, and all global manufacturing sites producing ‘Domino’ branded products have undergone an independent SMETA third-party audit, with results published on the SEDEX platform. SEDEX members are able to review audit outcomes via the platform, confirming compliance and performance of each site. The audit assesses how our manufacturing sites manage the 4 key pillars of the SMETA methodology (Labour Standards, Health and Safety, Business Ethics and The Environment) and how these methodologies are deployed into our internal processes and business activities.

Domino's recruitment and people management processes are designed to ensure that all prospective employees of Domino are legally entitled to work in the country they do and to safeguard employees from any abuse, coercion, or exploitation.

Domino's various policies (dealing with its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations) are accessible to all employees. Domino's whistleblowing reporting is always available to employees and any concerns in terms of modern slavery can be brought to attention by any employee anytime.

Domino's Executive Team have held focussed discussions within the year on aspects of Corporate Social Responsibility. In the context of Domino's role in relation to both People and Society, specific members of the Executive Team have focussed on those areas, and initiatives to drive forward Domino's approach to both. Domino has committed to investment in Corporate Social Responsibility management, including dedicated resource planned in the calendar year 2022.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and in our business, our Ethics Policy specifically covers these issues, and training modules are available in our learning system which include our Ethics Policy. Our Procurement teams across the Group are encouraged to undertake additional external training courses on procurement and supply in order to deliver best practices.

Due diligence processes for slavery and human trafficking

We review our systems to identify and assess potential risk areas in our supply chains, and have put in place systems to:

- mitigate the risk of slavery and human trafficking occurring in our supply network and internally within our organisation;
- monitor potential risk areas in our supply networks, auditing where deemed necessary; and
- protect whistle blowers.

Measuring our performance

To date, all key Suppliers in high risk areas of our direct supply network have been audited or have provided evidence to confirm our first-tier supply chain is operating in adherence to our values.

Future steps

We will take the following further steps to help combat slavery and human trafficking:

- use of additional resource assigned to the task of auditing our supply base;
- Ethics Policy training module to be completed by all employees; and
- review and update this statement annually.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (a UK Act of Parliament) and constitutes our slavery and human trafficking statement for the financial year ended 31 March 2022.

A handwritten signature in black ink, appearing to read "R. Pulford", written over a dotted line.

Robert Pulford, Chief Executive Officer
Domino Printing Sciences plc

August 2022