

Anti-slavery and Human Trafficking Statement

Domino Printing Sciences plc and its subsidiary companies (“Domino”) are committed to maintaining and improving practices to combat slavery and human trafficking.

Company Overview

Domino is a developer and manufacturer of industrial coding, printing & 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 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.

Our suppliers are also regularly reviewed to take into account where our sourcing is based and any changes that have occurred since the last review.

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

The Domino Supplier Code sets out expectations for our 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

From the Domino Supplier Code, one of the four pillars is: “Treating People Fairly.” This sets out the minimum standards that our 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.”.

Supplier adherence to our values

We have zero tolerance of slavery and human trafficking. We have in place a compliance system focusing on our raw material and hardware suppliers to ensure that they comply with our values. The system includes audits, self-assessment questionnaires 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.

We ask our key first-tier suppliers to complete an anti-slavery questionnaire in order to assist our assessment of the risks posed in each area of our business, and where deemed appropriate conduct an in-person audit.

Other steps we take

Any new or revised supply agreements include provision for adherence to the Domino Supplier Code and Corporate Social Responsibility audits are carried out on new direct 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 audits.

Domino is a member of SEDEX and is audited by SEDEX approved audit bodies, and all global manufacturing sites producing 'Domino' branded product 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.

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, we provide training to our staff.

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 combat slavery and human trafficking:

- repeat staff training;
- continue auditing supply network;
- review and update this statement annually; and
- create new corporate responsibility committee chaired by our former CEO whose scope will include review of this statement and support to Domino in maintaining and improving its practices to combat slavery and human trafficking.

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 2019.



Robert Pulford, Chief Executive Officer

Domino Printing Sciences plc

11 December 2019