

# Anti-slavery and Human Trafficking Statement

(for the financial year ended 31 March 2023)

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 help 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 timing for our review of the existing Suppliers will be migrating to every 2 years in line with the Future Steps set out in this Statement, having previously varied by Supplier. Where new Suppliers are added to the Domino Group supply base, we verify compliance during the selection phase for

the relevant new supplier. Four additional Suppliers were added during the last financial year from a recognised 'high risk' region, compliance for each of which was assessed and follow up actions implemented and assessed as relevant.

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."

An amended version of the Domino Supplier Code was released at the end of the Domino financial year ended 31 March 2022 and remained valid for the financial year ended 31 March 2023.

Two extracts from the Domino Supplier Code 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 a Supplier’s responses to questionnaires submitted by us to Suppliers, we request the relevant Supplier to explain their 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.

Due to ongoing travel restrictions following the pandemic, most Supplier reviews during the year remained virtual. No major non-conformances were identified. Where any minor non-conformances were identified then suitable action plans were put in place to help ensure future compliance.

## **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.

One additional tier 1 core product hardware Supplier was added during the financial year (and our process fully followed in relation to that).

Domino is a 'member' of SEDEX (ie the Supplier Ethical Data Exchange) 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 currently meets the Silver standard of EcoVadis' 23 Corporate Social Responsibility indicators for reducing risk, driving innovation and fostering transparency and trust with our trading partners.

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 our attention by any employee at anytime.

As part of our Purpose and Long Term Vision, one of Domino's 5 key strategies is specifically and explicitly targeted at Corporate Social Responsibility, namely: "We will invest to ensure we are oriented towards sustainable growth and contributing to a responsible society". This is split into 4 key areas: Environment, Society, Customer and People – each of which have dedicated resources and expertise to drive improvement and progression. Having laid the foundations of our Corporate Carbon Footprint, in 2023 we are identifying targets, ambitions and action plans to significantly reduce our emissions (and similarly support our customers), create a diverse and inclusive organisation, and play a positive role in our communities.

## **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, the Ethics Policy specifically covers these issues, and relevant training modules are available in our related learning system. Our Procurement teams across the Domino 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 located in any high risk geographical areas have been audited by Domino for compliance with the Domino Supplier Code or have provided evidence (which Domino has reviewed) to demonstrate that such compliance occurs.

Prospective new suppliers are assessed (for their ability to comply with the Domino Supplier Code) at the same time as Domino is assessing them to be suppliers to the Domino Group.

## Future steps

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

- the introduction, during the financial year ending 31 March 2024, of biennial surveys (in the form of questionnaires) sent by Domino to the Suppliers designed to further assess for compliance with the Domino Supplier Code;
- the establishment of a Domino purchasing service centre team based in India in the financial year ending 31 March 2024. This team will support the ongoing verification of compliance to the Domino Supplier Code;
- requiring all Domino employees to complete an Ethics Policy training module, with escalation to management if such training is not satisfactorily completed; 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 2023.



Robert Pulford, Chief Executive Officer

Domino Printing Sciences plc

26 September 2023