

Anti-Slavery and Human Trafficking Statement

(for the financial year ended 31 March 2025 (“FY 2024”))

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, and Domino continues to take steps towards evaluation of those same matters within other parts of its wider value 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.

Wider Value Chain Overview

As part of Domino’s wider value chain, Domino engages third party logistics providers, and a range of distributors across many locations. Domino sells its products to manufacturers across a range of sectors, of which food, beverage and pharmaceutical make up a considerable part. Domino also sells digital printing equipment, particularly to customers in the label printing industry.

In collaboration with Domino’s parent company, Brother Industries, Ltd, Domino is starting to conduct some human rights due diligence in its wider value chain. This will

involve mutual engagement with some of Domino's downstream customers and business partners for identifying human rights risks in our main business sectors. Similar to the approach taken with Suppliers, Domino will use questionnaires as one aspect of that engagement, and through a trial mutual engagement process which is ongoing, it will explain the due diligence procedures it intends to implement with those business partners.

Double Materiality Assessment ("DMA")

In FY 2024, Domino has completed its first DMA – an assessment uniting financial and impact materiality. The DMA underpins Domino's sustainability strategy and sets priorities relating to driving Domino's business ambitions, supporting its customers and innovating its products, all while improving the working environment for its staff and enhancing its positive impact on the environment and the communities in which Domino operates.

The DMA has been informed by guidance within the:

- Global Reporting Initiative (GRI) on Material Topics (2021 – GRI 3); and
- European Financial Reporting Advisory Group (EFRAG) in its EU Corporate Sustainability Reporting Directive (CSRD);

and it incorporates internal and external stakeholder inputs to ensure a comprehensive and transparent assessment.

Human rights in operations and in the supply chain were ranked in the DMA as both financially important, and significant in impact, marking a recognition of the seriousness with which Domino takes the subject and its understanding of the ramifications.

A copy of our DMA can be found at: <https://www.domino-printing.com/resources/English/CSR/Domino-Double-Materiality-Assesment.pdf>.

Domino has also published its first ever Corporate and Social Responsibility Report based on the data in FY 2024. A full copy of the report can be found at <https://www.domino-printing.com/resources/English/CSR/csr-report-en.pdf>

Our Principles and Policies

Domino understands that the role of corporations has become more significant in achieving a sustainable society, and Domino has adopted a Code of Conduct (the “**Code of Conduct**”) 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, as well as increasingly, the wider value chain. 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 Code of Conduct or other local laws or regulations. Domino’s Code of Conduct has recently been updated and training on the policy will be rolled out globally and will be mandatory to complete.

Domino has a defined process for engaging its global inbound production inventory 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. We have a zero-tolerance policy in respect of slavery and human trafficking.

The Domino Supplier Code sets out expectations for inventory 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.”.

Version 1908-23 of the Domino Supplier Code remained valid for FY 2024.

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 see a copy available at:
<https://www.domino-printing.com/resources/english/legal/domino-supplier-code.pdf>.

During the year we introduced an additional Human Rights Due Diligence (“**HRDD**”) verification process for all inventory suppliers based in high risk regions, as defined by a score >50 on the relevant Risk Watch Initiative index; a country-level risk rating tool developed by Risk Watch Initiative to assess environmental, social, and governance risks. Suppliers are required to provide disclosure against a focussed set of criteria.

Supplier Adherence to Our Values

Where new Suppliers are added to Domino’s production supply base, Domino verifies compliance with its expectations during the selection phase. The existing production supply base is reverified in alignment to the Sedex audit cycle, i.e. every 3 years.

Domino’s verification process includes the use of 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 them, 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 supply agreement with Suppliers who do not meet our relevant standards.

Supplier reviews during the year were carried out both on-site and virtually, although these have not yet returned to pre-pandemic levels.

Where our HRDD survey or audit processes identify risk, corrective actions are agreed with Suppliers. These corrective actions are monitored by the respective commodity management team and closure verified via supplier documentation submission, or physical on-site review. No significant risks of non-adherence to our requirements were identified during FY 2024.

A risk-based approach (dependent upon geography, industry and impact) determines the frequency and nature of the review processes.

Other Steps We Take

All new or revised supply agreements that Domino enters into with Suppliers include provision for adherence to the Domino Supplier Code. Quality Management System and Corporate Social Responsibility audits are an integral part of our selection process for new Suppliers.

Domino is a 'member' of SEDEX (i.e. 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 holds a Silver sustainability rating from EcoVadis, placing Domino in the top 15% of all companies it assesses globally.

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 any time.

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. We continue to identify, 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, our Code of Conduct 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 Anti-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

During the Supplier selection phase, Suppliers located in any high-risk geographical areas are audited by Domino for compliance with the Domino Supplier Code or have provided evidence (which Domino has reviewed) to demonstrate that such compliance occurs.

As at the end of FY 2024, 94% of Domino's direct inventory supply base had re-confirmed compliance to our Supplier Code via a remote access tool. The process is ongoing and will continue into the current financial year supported by our *Purchasing Service Centre*, reflecting alignment to the Sedex audit cycle.

Future Steps

We have established clear ambitions for the current financial year ("**FY 2025**") and will take the following further steps to help combat slavery and human trafficking:

- re-assessment of the Domino Supplier Code survey within FY 2025 for all relevant inventory Suppliers falling due;
- completion of the Human Rights Due Diligence survey to all

Suppliers located in high-risk geographies within FY 2025 covering discrete content beyond that included within the Domino Supplier Code;

- finalising our initial Conflict Minerals assessment of all Suppliers within applicable 'at risk' commodities based around the Responsible Minerals Initiative *Conflict Minerals Reporting Template*;
- requiring all Domino employees to complete our Code of Conduct training module, with escalation to management if such training is not satisfactorily completed; and
- reviewing and updating this statement.

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 FY 2024.



Robert Pulford, Chief Executive Officer

Domino Printing Sciences plc

25 September 2025