

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

SUSTAINABILITY STATEMENT



This statement is made in accordance with section 54 of the Modern Slavery Act 2015. It covers the activities of SICPA SA and its subsidiaries and relates to actions and activities during the year ending 31 December 2023 to prevent slavery or human trafficking in its own business and supply chains.

Our organization

SICPA, a Swiss family-owned technology company with an international footprint, operating sites, production facilities and Centres of Excellence on all continents, is a market leader in security inks and leading provider of secured authentication, identification, traceability and supply chain solutions.

SICPA enables trust between state institutions and individual citizens by protecting the sovereignty of strategic value chains, guaranteeing the authenticity of data, and securing the integrity of banknotes, transactions, e-services, and official documents. In addition, SICPA enables trust between companies and their customers with solutions for authenticating products and safeguarding legitimate economic actors and individual consumers from counterfeit products.

Our commitment

SICPA is committed to acting with integrity and in compliance with all applicable laws, as a key component of its purpose “enabling trust”. The company requires all its employees and suppliers to behave in compliance with them and with all its internal policies. In addition to international rules, SICPA is committed to operating as a responsible corporate citizen across the environmental, social, and governance spheres, adopting the ten Principles of the UN Compact and working in accordance with the UN SDGs.

SICPA is firmly committed to respecting human rights everywhere it operates and thus not allowing any form of slavery or human trafficking to take place in any part of its business.

Related policies

The company’s commitment is supported by the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

Code of Conduct – SICPA’s Code of Conduct sets out our core values and standards and is the foundation of our integrity framework. As part of the induction process new employees confirm that they understand the Code and will adhere to

it. Around 300 particularly exposed people are regularly asked to confirm their adherence to the Code and undertake training on various topics and policies included in the Code. <https://www.sicpa.com/coc>.

Supplier Code of Conduct – The company requires all its suppliers to sign and abide by its Supplier Code of Conduct, which covers topics such as child labor, freely chosen employment, non-discrimination, human treatment, employment conditions and freedom of association, and which also apply to their upstream suppliers and subcontractors.

Speak Up Line – SICPA encourages employee and external stakeholder to speak up if they have a concern. The SICPA Speak Up Line (our whistleblower system) is accessible to both employees and external stakeholders since 2020 to facilitate the confidential reporting of any concerns or non-compliance of known or suspected violations of applicable laws, the company’s Code of Conduct or business practices. The Speak Up Line is available 24 hours a day and is operated by a third-party provider through a web-based portal and call centre. It offers the option to report anonymously.

SICPA has a non-retaliation policy and will not tolerate retaliation against a whistleblower who reports in good faith. www.sicpa.com/speak-up-line.

Human Resources policy – SICPA is committed to eliminating bias and discrimination in all its internal processes globally, across every aspect of employment, from recruitment to career progression. The company offers fair and equitable compensation packages reflecting individual performance, and actively monitor our people’s pay and benefits to identify and address potential inequalities.

Due Diligence and risk assessment

SICPA undertakes commercial, ethical and operational due diligence when approving new suppliers. This due diligence includes a reasonable online investigation to validate that a particular organization has never been convicted of offenses relating to modern slavery. Suppliers undergo a selection pro-



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cess that examines a range of criteria including ethical and human rights considerations. SICPA verify and ensure that suppliers are complying with its requirements by carrying out ad-hoc audits. As a company, we seek continuously to identify and address current and potential human rights risks while also seizing opportunities to create a positive impact in the communities in which we and our suppliers operate, thereby increasing the sustainability performance of our supply chain.

Training

SICPA uses prevention and staff awareness strategies to actively avoid compliance breaches occurring in the first place. Our employees take part in e-learning programs on compliance related topics, including our Code of Conduct. We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

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