

STATEMENT

VOCALINK MODERN SLAVERY

This statement is made in pursuant to Section 54 of the Modern Slavery Act 2015 and is made on behalf of all companies within and associated to Vocalink Holdings Ltd ('Vocalink').

Vocalink is headquartered in London with a number of other offices located around the UK.

Commitment

Vocalink recognises the importance of the Modern Slavery Act. We are committed to understanding the modern slavery risks within our business to put controls in place to prevent slavery and human trafficking from taking place within our business and supply chains.

Our Business

Vocalink recognises that modern slavery can take many forms including offences of slavery, servitude and forced or compulsory labour. We have taken a number of steps to manage this risk, including those referenced below:

- Vocalink employs a number of policies to ensure the fair treatment and recruitment of all employees. This includes the Recruitment Policy and procedure that sets out the steps Vocalink takes to ensure that our business is free from discrimination and candidates are treated professionally and fairly; the Wellbeing Policy which outlines Vocalink's commitment to support employees physical and psychological wellbeing; the Overtime Policy which details the guidelines for employee remuneration for working extended hours; and the Whistleblowing Policy and procedure which encourages employees to raise concerns about any wrongdoing within our business practices.
- Vocalink has conducted a risk assessment to identify and understand where modern slavery poses most potential risk to our business in order to inform the actions we take to manage it.
- Vocalink has deployed company-wide information about the risk of modern slavery and specific training for teams responsible for engaging suppliers. Regular updates in relation to the steps Vocalink has taken to manage modern slavery risk have been provided within a dedicated modern slavery working group.

Supply chains

Vocalink uses a number of suppliers based predominantly within the UK, but also internationally. Vocalink has policies and procedures in place to manage suppliers including a Supplier Code of Conduct which sets out the ten principles of the UN Global Compact and which all our suppliers are required operate in accordance with. Our Supplier Code of Conduct sets Vocalink's expectations for suppliers and the standards they are required to maintain including:

- Businesses should support and respect the protection of internationally proclaimed human rights;
- Businesses should make sure that they are not complicit in human rights abuses;
- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Businesses should uphold the elimination of all forms of forced and compulsory labour;
- Businesses should uphold the effective abolition of child labour; and
- Businesses should uphold the elimination of discrimination in respect of employment and occupation.

A copy of Vocalink's Supplier Code of Conduct is available here <https://www.vocalink.com/about-us/responsible-business/supplier-code-of-conduct/>. Vocalink's Procurement Policy and procedures also specify on boarding requirements for new suppliers and the approach taken to manage ongoing supplier relationships.

Approval

This statement covers 1 January 2016 to 31 December 2016 and has been approved by the board of Vocalink Holdings Limited.



DAVID YATES
PRESIDENT, GLOBAL REAL-TIME PAYMENTS

Dated: 16 March 2017

TALK TO US

For queries you can contact:

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PLEASE NOTE THAT CALLS MAY BE RECORDED.