



Anti-slavery and Human Trafficking Statement

(for the financial year ended 31 March 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 is taking steps towards the evaluation of those 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 will be starting to conduct 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 it will explain the due diligence procedures it will carry out with those business partners.

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, 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 Ethics Policy or other local laws or regulations.

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 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 in August 2023 and remained valid for the financial year ended 31 March 2024. The amended version added contact details for Domino's *Purchasing Service Centre*, which was established during the financial year. The *Purchasing Service Centre*, will (as part of its functions) support Domino's wider procurement team with verification of supply chain compliance.

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

Where new suppliers are added to Domino's production supply base, Domino verifies compliance 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 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.

During the third quarter of the financial year, Domino introduced a new survey tool to further support the requirement for suppliers to declare compliance with Domino's Supplier Code. This remote access tool allows Domino's suppliers to complete a declaration, and additionally suppliers are asked to upload evidence supporting their declaration. All uploaded evidence is reviewed to ensure it meets defined requirements.

Supplier reviews during the year were carried out both on-site and virtually, although reduced in quantity compared to pre-pandemic levels. 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.

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’.

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 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

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 the financial year (31 March 2024), 83% of Domino's direct inventory spend supply base had re-confirmed compliance to our Supplier Code via the remote access tool. The process will continue into the current financial year supported by the *Purchasing Service Centre*, reflecting alignment to the Sedex audit cycle.

Future steps

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

- completion of the Domino Supplier Code survey within the current financial year (namely that ending 31 March 2025) for all production suppliers;
- the introduction of an additional Human Rights Due Diligence survey to all suppliers located in high-risk geographies within the current financial year (namely that ending 31 March 2025) covering discrete content beyond that included within the Domino Supplier Code;
- during the current financial year (namely that ending 31 March 2025) Domino will introduce a Conflict Minerals survey to all suppliers within applicable 'at risk'

commodities. This will be based around the Responsible Minerals Initiative CMRT requirements;

- 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 2024.


ROBERT PULFORD (Sep 25, 2024 10:21 GMT+1)

Robert Pulford, Chief Executive Officer

Domino Printing Sciences plc 25 September 2024