

## Statement addressing Slavery and Human Trafficking for FY2024

### About us

"Ribbon Plc ("Ribbon") is a Gibraltar registered company no 119662, authorised and regulated by the Gibraltar Financial Services Commission under Part 7 of the Financial Services Act 2019. The Ribbon account and cards are electronic money products which are not covered by the Financial Services Compensation Scheme.

### Our Approach to Modern Slavery and Human Trafficking

Ribbon supports and acknowledges the requirements of the Modern Slavery Act 2015 ("the Act") and takes the necessary steps to ensure compliance within the organisation and its supply chain. Ribbon has established an Anti- Slavery and Human Trafficking Policy, which is approved by Ribbon Board on 22<sup>nd</sup> April 2024. Going forward, The Board of Directors of Ribbon will review it at least once a year.

Ribbon's commitment to respecting human rights in the workplace is embedded within Ribbon's Code of Conduct and Employee Handbook. Ribbon will continue to take steps to ensure that the risk of slavery and human trafficking taking place within the organisation, its customers and suppliers is appropriately mitigated.

Ribbon will knowingly not support or deal with any businesses which may be involved in slavery or human trafficking. To help identify and monitor the risk of slavery and human trafficking in our supply chain we conduct pre-contracting due diligence and ongoing due diligence on our vendors. Further, Ribbon actively works to include appropriate anti-slavery clauses in our agreements entered into with vendors.

### Governance

This statement was approved by the Board of Directors of Ribbon on 4th November 2024 and is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes the Modern Slavery and Human Trafficking Statement for the financial year ending on 30 April 2024.