

# Paymentsense Limited

## Modern Slavery Statement

### Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It sets out the steps taken by Paymentsense Limited, Paymentsense Ireland Limited and relevant group companies (together, “**Paymentsense**”) in relation to the prevention of modern slavery and human trafficking in its business and supply chain for the financial year ended 31 March 2018.

Paymentsense is committed to acting ethically and with integrity in its business relationships.

### Our organisation

Paymentsense is one of Europe’s largest merchant service providers, delivering payment solutions to over 70,000 small businesses.

We have around 235 staff and engage self-employed field sellers, most of whom are based in the United Kingdom. Our staff are not in any category which is generally seen to be vulnerable to modern slavery, so our focus is to ensure there are policies and procedures in place in relation to our contractors and suppliers.

### Our supply chain

Paymentsense uses a range of suppliers who supply goods for sale, provide services and support our operations.

Having reviewed our business operations and relationships, we believe that the area of highest modern slavery risk is in the supply chain supporting the manufacture of goods and materials for sale to our merchants either by Paymentsense or other entities involved in providing goods and services to our merchants in connection with the Paymentsense services, particularly where those suppliers are in high-risk countries and/or manufacturing goods.

### Due diligence

Paymentsense carries out due diligence on suppliers in high-risk areas and has developed procedures for assessing those suppliers. This ensures that we only select suppliers who comply with our high standards and policies.

Paymentsense has an internal team responsible for assessing information and documentation submitted by suppliers. Should a supplier fail or refuse to provide any information required or meet Paymentsense’s expectations, this may result in Paymentsense not entering into a relationship with them or terminating any current relationship.

### Policies

Our policy is to assess and address the risks of violations of anti-human trafficking and anti-modern slavery laws. We adopt procedures that contribute to ensuring modern slavery does not occur in our business or supply chains and we expect organisations with whom we do business to adopt and enforce policies to comply with the legislation.

Paymentsense has a number of policies which aim to minimise the risk of modern slavery in our supply chain. These include our whistleblowing policy which encourages staff to report any concerns including any related to modern slavery/trafficking and child and forced labour.

Our values, which are embedded throughout our business, set the parameters for how we expect our people to behave with colleagues, customers and others. We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted.

In terms of employment, we have robust recruitment processes in line with UK employment laws, including 'right to work' document checks, contracts of employment and checks to ensure everyone employed is 16 and above. We also offer market-related pay and wellbeing activities and initiatives to support our staff's physical and mental wellbeing.

## Further steps

We will continue to review our procurement process and engage with our suppliers. We will provide training on modern slavery to our staff as appropriate.

## Approval

This statement has been approved by the Directors of Paymentsense Limited.



Jan Farrarons

Director of Paymentsense Limited



George Karibian

Director of Paymentsense Limited

