

PHOTO-ME GROUP SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE YEAR ENDED 31 OCTOBER 2021

This Group Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the year ended 31 October 2021.

INTRODUCTION FROM THE CHAIRMAN

We are committed to combating slavery and human trafficking. Due to the nature of our business and the sector in which we operate, we believe that we are at a low risk of encountering or being exposed to slavery and human trafficking.

ORGANISATION'S STRUCTURE

We are a global provider of services in the ID, photo-kiosk, laundry and food sectors. We are the parent company of the Photo-Me International Group (Group). The Group had just over one thousand employees worldwide as at 31 October 2020) and has a presence in 20 countries.

The Group had a global annual turnover of £214.4M for the year ended 31 October 2021.

OUR BUSINESS

Our business is organised into four business units: identification, laundry, kiosks and, most recently, food. More information on each can be found in our annual report for the year ended 31 October 2021.

OUR SUPPLY CHAINS

Our supply chains include all the purchases of components, sub sets, finished products and services related to the Group's business.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our business or in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.


This consists of:

- (i) reviewing compliance with all regulations and certifications; and
- (ii) researching potential suppliers through a pre-selection and selection process which include:
 - proposed suppliers' agreeing to abide by ethical principles and the UN Global Compact;
 - visits to suppliers' premises and audits;
 - inserting provisions in our commercial contracts requiring suppliers to adhere to ethical principles and observe anti-slavery legislation.

STEPS TAKEN THIS YEAR

We have a robust anti-slavery policy in place and standard form contracts which seek to protect against slavery and human trafficking in our supply chain. As part of our commitment to countering slavery and human trafficking, we have appointed a new manager for CSR globally. We do not tolerate any instances of slavery and human trafficking in any form whatsoever in our business or in our supply chain.

The board of directors of the Company delegated approval of this statement on its behalf to the Chairman of the Company.



.....
Sir John Lewis OBE on behalf of
PHOTO-ME INTERNATIONAL PLC

Date: 10 May 2022