



Anti-Slavery and Human Trafficking Statement

1. Commitment from Senior Management

allpay Limited is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain. We impose the same high standards on our suppliers, working closely and maintaining relationships with many suppliers and organisations. As one of the largest employers in Herefordshire, people are the heart of all we do and we are dedicated to having policies and procedures in place that will manage and eliminate risk of slavery and human trafficking. allpay Limited has adopted a statement which underpins our corporate approach to Anti-Slavery and Human Trafficking which can be seen below. allpay Limited expects every organisation in its supply chain to address issue of slavery and human trafficking in accordance with the Modern Slavery Act 2015.

2. Structure of the organisation

allpay allpay Limited is the UK's leading payments specialist, providing bill payments and prepaid services primarily to the public sector. We are also and manufacture of secure (Mastercard and Visa) payment cards, and non secure cards. We work with a range of suppliers from whom we expect integrity and ethical approach in complying with the Modern Slavery Act 2015.

3. Policies

As part of our commitment to combating modern slavery, we have implemented the following policies: Anti-Slavery and Human Trafficking Policy which aims to address and combat modern slavery, a copy of which can be requested. We also make sure our suppliers are aware of our policies, and adhere to the same high standards.

4. Due diligence

As As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted the following due diligence procedures to:

- Identify and assess potential risk areas
- Monitor potential risk areas in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains
- Provide adequate protection for whistleblowers

5. Risk and compliance

allpay Limited regularly evaluates the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain by conducting supplier checks at the outset of any engagement. Where we have identified a potential risk through the prospective supplier questionnaire process we investigate this further to ensure that these could be mitigated and remedied. If for some reason this is not possible, we would not engage with the supplier in question. We enforce a strict code of compliance and do not tolerate

slavery and human trafficking within our supply chains. For example, if we find evidence of a failure to comply with our policies we will immediately seek to terminate our relationship with the relevant supplier.

6. Training

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of the organisations anti-slavery and human trafficking policy. Employees are trained in relation to the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.

7. Further actions and sign-off

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking: adopt a zero tolerance approach to modern slavery and human trafficking and ensuring that this is communicated to all suppliers, contractors and business partners of allpay Limited at the commencement of the relationship and every year thereafter. This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes allpay’s slavery and human trafficking statement for the financial year ending June 30th 2023.



Mary Cotton
Operations Director

