

Human Rights and Modern Slavery statement

For the financial year ended on 30th June 2022

About GoCardless

GoCardless is on a mission to take the pain out of getting paid for businesses with recurring revenue. We've created a global bank debit network, to rival credit and debit cards. Our headquarters are in the United Kingdom but we have offices in France, Germany, the United States of America and Australia. In the UK, we operate through a legal entity called GoCardless Ltd (company registration number 07495895). This legal entity is registered at Sutton Yard, 65 Goswell Road, London, England, EC1V 7EN and is authorised by the Financial Conduct Authority ("FCA") to provide payment services (FCA registration number 597190).

Why do we need to make this statement?

The UK Modern Slavery Act 2015 (MSA) is designed to tackle slavery and for organisations to ensure that modern slavery does not take place within their businesses. Section 54 of the MSA also requires commercial organisations which meet certain criteria such as carrying on a business in the UK and exceeding global turnover of £36 million to publish an anti-slavery and human trafficking statement each financial year.

GoCardless is committed to combating slavery and will strive to ensure that no part of its business engages in, facilitates or in some other way supports human trafficking or slavery. The purpose of this statement is to confirm that we comply with the MSA, affirm our approach to modern slavery and provide an overview of the steps we take to ensure that we ensure our approach is applied in practice. Although this statement is a UK requirement, we apply the same practices globally.

Our Approach to Human Rights and Modern Slavery

GoCardless has a number of controls in place to make sure that we do not engage in activity which may go against our stance on human rights or modern slavery. Some of these are outlined below.

GoCardless uses a number of suppliers which provide professional services such as legal advice, consultancy services and accounting services. We also use suppliers who provide hardware and software, including computer equipment, software licences, verification services and cloud-based data storage services. The majority of our

suppliers are located in the same locations as our offices - Europe, North America and Australia.

As an internet-based payment technology business, with the majority of our suppliers being software and professional service providers, our human rights and modern slavery risk profile is relatively low. Nevertheless, all suppliers are subject to our Supplier and outsourcing policy. This requires that all vendors are vetted and subject to due diligence which varies depending on their risk categorisation.

GoCardless also serves over 72,000 merchants. The majority of these are located within low or medium risk geographies and are subject to due diligence to ensure that they are within the risk appetite of the company. Only a small proportion of our active merchant portfolio are located in high risk geographies, and in most cases, these merchants are subject to enhanced due diligence.

One of our four [core values](#) is to act with integrity. This permeates everything we do as a company, including how we act in our business relationships. This means we will protect and maintain all internationally recognised human rights with respect to our 750+ employees, the communities in which we operate, and the communities within which our supply chains operate globally. If GoCardless detects that a party which it has a relationship with is committing human rights or modern slavery offences we will terminate our relationship with the entity immediately.

Human rights and modern slavery concerns about any of our suppliers, merchants or other parties can be reported to us via the [support centre portal](#) and we promise to investigate these fully.

GoCardless Limited's Board of Directors reviewed and approved this statement and, as a declaration of our commitment to address and prevent modern slavery within our business and our supply chains, Hiroki Takeuchi signed this statement on the behalf of the Board of Directors on the 28th June 2022.

Hiroki Takeuchi

Founder & Chief Executive Officer
GoCardless Ltd.

11th July 2022