

Classification: PUBLIC

Modern Slavery and Human Trafficking Statement

Modern Slavery and Human Trafficking Statement – CAB Payments Holdings PLC – March 2025

This statement sets out our approach to dealing with the potential risk of slavery and human trafficking at CAB Payments Holdings PLC (the Group) and within our value chain. This statement covers the Group including Crown Agents Bank Limited (CAB), Crown Agents Bank Europe (CABE) Segovia (US Technology firm). Crown Agents Bank is a UK (United Kingdom) authorised and regulated bank.

Introduction

This Modern Slavery and Human Trafficking Statement is made according to section 54(1) of the UK Modern Slavery Act 2015.

The Group recognises our responsibility to be aware of the risks of modern slavery and human trafficking in relation to our operations, supply chain, and customer relationships. We do not tolerate modern slavery, human trafficking or forced labour and we are committed to creating a culture of transparency and identifying and addressing these risks across our value chain. This statement provides an overview of our business and the steps taken by CAB Payments Holdings PLC to limit any possibility that slavery and human trafficking is taking place in our value chains and our business as required in terms of the Modern Slavery Act.

Our Business

As part of the Group, CAB is a UK regulated wholesale provider of financial services. We are a leading provider of foreign exchange and payments in the financial services sector with expertise in emerging and frontier markets. CAB Payments has its head office in the UK and over 300 employees based in the UK with affiliates in the US and Netherlands

Our business focuses on emerging market and G10 foreign exchange; international payments; cash management; cross-border pensions & payroll facilitation; and trade finance.

Our Values and Policies

We are committed to acting ethically, working to the highest professional standards, and complying with all applicable laws and regulations. Accordingly, we take a zero-tolerance approach to slavery and human trafficking and any other illegal or unethical conduct.

This commitment to our approach is supported by the Group corporate policies, including our Whistleblowing Policy, which encourages employees to report suspected illegal or unethical conduct and provides guidance as to how to raise such concerns, and our Anti-Bribery Policy, which sets out our responsibilities, and of those working for us, in observing and upholding our position on bribery and corruption.

In addition, all our employees and workers are expected to behave in accordance with our Code of Conduct supported by a strong compliance training programme.

This behaviour is underpinned by our ambitious ESG (Environmental, Social, Governance) Strategy and corporate values, Integrity, Collaboration, Impact and Client Focus, aligning to the United Nations Sustainable Development Goals (UN SDG's) and reflected in staff KPI's.

CAB Payment's commitment is to align operations and strategies with the 10 principles that uphold the United Nations Global Compact (UNGC), of which the Group is a signatory.

United Nations Global Compact 10 Principles

We submit an annual Communication on Progress (COP) to the United Nations Global Compact (UNGC) in support of our commitment to the following 10 principles:

Human Rights

- Principle 1: businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

Labour

- Principle 3: businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- Principle 4: the elimination of all forms of forced and compulsory labour.
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

- Principle 7: businesses should support a precautionary approach to environmental challenges.
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- Principle 10: businesses should work against corruption in all its forms, including extortion and bribery.

Our Value Chain

The Group is committed to preventing slavery and human trafficking within our business and value chains. The Group will not knowingly support or do business with any organisation involved in such practices, and we would take immediate action to terminate any relationship immediately if evidence were found.

Onboarding

As part of both the client and supplier onboarding processes, clients and suppliers are subject to varying degrees of due diligence and extensive screening processes by our subject matter experts to ensure that the Group works within the appropriate regulatory guidelines, including anti-money laundering and counter-terrorist financing.

Summary

The Group's commitment to our ambitious ESG strategy with a strong and deliberate focus on the UN SDG's forms an integral part of our overall business strategy to deliver on our purpose to transform our clients' ability to move money where it's needed most, combining coverage, speed, transparency, reliability, and highly competitive pricing with deep market expertise. In addition, our work is essential to enabling financial inclusion, supporting humanitarian relief, and removing financial friction worldwide.

The CAB Payments Board approved this statement on 21st March 2025, signed by Ann Cairns, Chair, and Independent Non-Executive Director, on 21st March 2025, and will be subject to at least an annual review.

Signed:



Ann Cairns, Chair and Independent Non-Executive Director, CABP & CAB

Version Control:

Version	Updated By	Approved Date	Approved by
MSS v1	Charlie Bronks	4 th July 2023	Bhairav Trivedi
MSS v2	Charlie Bronks	24 th March 2024	Ann Cairns
MSS v3	Charlie Bronks	21 st March 2025	Ann Cairns