GoCardless

HUMAN RIGHTS AND MODERN SLAVERY STATEMENT

For the financial year ending 30th June 2027

About GoCardless

GoCardless, a Mollie company, is a global leader in bank payments. Over 100,000 businesses, from start-ups to household names, use GoCardless to collect, manage and send bank payments through Direct Debit, real-time payments and open banking. With US$130bn+ processed annually across 30+ countries, we handle recurring and one-off payments without the chasing, stress, or expensive fees. Our end-to-end payment platform also features AI-powered solutions to improve payment success and reduce fraud, alongside connections to over 350 platforms businesses use everyday.

We are headquartered in the UK, with teams and operations spanning North America, Europe and Asia-Pacific. For more information, please visit www.gocardless.com and follow us on LinkedIn @GoCardless.

Mollie is the leading payments and financial services partner for business, rooted in Europe, with global reach.

Why do we need to make this statement?

The purpose of the UK Modern Slavery Act 2015 (MSA) is to create a comprehensive, simplified legal framework around slavery, helping organisations to prevent modern slavery within their operations. Section 54 of the MSA mandates that commercial entities meeting specific criteria – those operating in the UK and surpassing a global turnover of £36 million – must publish an annual anti-slavery and human trafficking statement.

GoCardless is dedicated to combating slavery and committed to preventing any involvement in the facilitation of, or support for, human trafficking and slavery within its operations. This statement serves to confirm our compliance with the MSA, reiterate our stance on modern slavery, and outline the measures we undertake to ensure that our

approach is implemented effectively. While this statement is required as per UK law, our practices remain consistent worldwide.

Our approach to human rights and modern slavery

GoCardless has a number of controls in place to make sure that we don't engage in activity which goes 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. We also use suppliers who provide services at our offices, including cleaning, security, catering and maintenance, and recruitment agencies who supply candidates and temporary workers.

The majority of our suppliers are located in the same locations as our offices — Europe, North America and Australia. Contracting location does not determine risk. Work may be carried out elsewhere, and workers may be recruited through agencies operating in higher-risk countries. Our due diligence therefore reflects the nature of a supplier's workforce, not its address.

As an internet-based payment technology business that's largely supplied by software and professional service providers, our human rights and modern slavery risk profile is relatively low. Regardless, all suppliers are subject to our Supplier and Outsourcing Policy. All employees complete mandatory financial crime training annually, which includes modern slavery and human trafficking. Colleagues who manage supplier relationships receive targeted training on our third-party requirements. All suppliers are also subject to the human exploitation requirements set out in our Third-Party Operating Procedures, which cover slavery, forced labour, human trafficking, and child exploitation. These require detailed due diligence to reflect a supplier's exposure to labour exploitation, rather than its criticality to GoCardless.

One of our five 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'll respect the internationally recognised human rights of our 800+ employees, of the people engaged by our suppliers and their subcontractors, and of the communities in which we operate.

Where GoCardless identifies slavery or human trafficking in a third-party relationship, we require the third party to remediate for the affected persons. We exit any relationship immediately where the harm is severe and cannot be undone. For example, cases of violence, or where a child is involved. Otherwise, we exit only where a third

party won't remediate, or where remediation fails. Any exit is handled to avoid further harm to the affected persons.

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 such issues fully. Concerns can also be raised independently – and in confidence – via the UK Modern Slavery & Exploitation Helpline on 0800 0121 700.

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 supply chains, Hiroki Takeuchi (CEO) signed this statement on the behalf of the board.

Hiroki Takeuchi
Founder & Chief Executive Officer
GoCardless Ltd.