

Worldpay Modern Slavery Act Transparency Statement

Financial Year which ended 31 December 2024

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 in the UK and sets out the steps that Worldpay has taken during the financial year 2024 and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Our Commitment

Worldpay is committed to preventing modern slavery and human trafficking in all our corporate activities and ensuring that our supply chains are free from such practices. We recognize our responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

Who we are

Worldpay is a multinational financial technology and payment processing company. Worldpay is an industry-leading payments technology and solutions company with unique capabilities to power omni-commerce across the globe. Our processing solutions allow businesses of all sizes to take, make and manage payments in-person and online from anywhere in the world. Globally, Worldpay processes over 50 billion transactions annually across 146 countries and 135 currencies. As of 2023, Worldpay generated \$4.9 billion in revenue and ranks among the world's largest non-bank merchant acquirers, handling \$2.2 trillion in transactions annually.

Worldpay employs over 10,000 people globally and is headquartered in Cincinnati, Ohio, with its international headquarters located in London. Since February 2024, Worldpay is co-owned by GTCR, which holds a majority ownership interest of 55%, while Fidelity National Information Services, Inc. (FIS) retains a 45% ownership interest.

Worldpay serves a diverse merchant base across various vertical markets, including retail, restaurants, government, e-commerce, supermarkets, drugstores, business-to-business, and consumer services. Its financial institution clients include a wide range of organizations, such as regional banks, community banks, credit unions, and regional personal identification number (PIN) debit networks.

Worldpay's Values and Respect for Human Rights

Worldpay is committed to prohibiting any involvement in, support for, or association with illegal and immoral practices such as human trafficking, forced labor, child labor, and slavery. Worldpay firmly opposes these issues in all forms, not only among its employees but also in its relationships with suppliers and third-party vendors. We uphold high ethical standards in our daily business operations and strive to comply with all applicable laws.

Worldpay's core values are essential to our operations and are reflected in our Code of Business Conduct and Ethics. These values inform our actions and decisions, promoting ethical business conduct and cultivating a culture of integrity and accountability, clearly reflected in our practices and our unwavering zero-tolerance stance on modern slavery. The core values at Worldpay are:

1. Think Like a Customer:

- Worldpay emphasizes understanding customer needs and delivering exceptional service. This involves asking the right questions, listening, and learning to improve continuously.

2. Act Like an Owner:

- Employees are encouraged to take responsibility for driving success. This includes using initiative, taking calculated risks, and making decisions that benefit both the company and its stakeholders.

3. Win as a Team:

- Collaboration and unity are crucial. Worldpay values working as a global community to achieve collective goals, encouraging diverse perspectives and teamwork.

These values are not only principles but are expected to be put into action daily, shaping the way Worldpay conducts its business and interacts with customers, colleagues, and partners.

Ethical business practices and conduct are paramount at Worldpay.

Ethics and core values shape every facet of our operations, influencing our reputation with clients, shareholders, suppliers, regulatory agencies, and colleagues. Maintaining these standards is essential for ensuring the integrity and success of our business. Our culture defines how we conduct business.

Worldpay was founded on the belief that doing the right thing establishes a solid foundation for long-term success. Consequently, Worldpay prioritizes ethical business practices and conduct, as reflected in our Code of Business Conduct and Ethics ("Code").

The Worldpay Business Ethics Program ("Program") is a natural extension of our compliance culture and core values, which promotes the highest standards of openness, fairness, honesty, and ethical behavior. This Program applies to Worldpay and all its subsidiaries and affiliates, including our suppliers. The Code of Business Conduct and Ethics "Code" falls under the scope of the Ethics Program.

The Program fosters a culture of compliance by preventing, detecting, and addressing potential violations of law and Worldpay policy. It provides a clear framework for understanding responsibilities and offers a consistent approach to resolving issues that may arise in daily operations.

Worldpay's Commitment to Combating Modern Slavery

Worldpay is dedicated to fighting modern slavery, forced labor, and human trafficking. We categorically prohibit any involvement with or support for the illegal and unethical practices of trafficking in persons,

forced labor, and slavery. Worldpay upholds high ethical standards in its everyday business practices and remains committed to complying with all applicable laws.

We have established guidelines and processes to educate our colleagues about this critical issue and ensure they adhere to these principles. We encourage our team members to report any incidents related to modern slavery so that appropriate actions can be taken.

We believe that every individual deserves fair treatment, respect, and safety in the workplace. Therefore, we consistently follow the employment laws of the countries in which we operate, including those pertaining to pay, benefits, and working conditions. We expect the same commitment from all our business partners. We take action to address any potential violations observed in our operations or with anyone with whom we collaborate.

Worldpay's Policies and Practices to Help Combat Slavery and Human Trafficking

Compliance with Policies – Colleagues

Our Code of Business Conduct and Ethics (“Code”) serves as our guiding principle, ensuring we uphold our values and do the right thing in all areas of our operations. This Code guides employees to embrace a sense of ownership at Worldpay. It outlines our expectations for every team member and the laws and policies we must all follow. It also provides guidance for making sound decisions when challenges arise and finding support in uncertain circumstances. Our Code includes a dedicated section on “Protecting Human Rights,” which outlines our commitment to upholding labor laws and safeguarding human dignity, and encourages individuals to speak up and report any violations or abuses. This section emphasizes the importance of compliance with labor law regulations related to pay, benefits, and working conditions. It explicitly prohibits all forms of modern slavery, including involuntary, forced, or prison labor, child labor, and human trafficking, and provides a direct link to our Modern Slavery Act Transparency Statement. The Code is accessible both internally and externally via our company website. As stated within the Code, its spirit and principles apply to all Worldpay relationships, including those with suppliers and vendors. From a Procurement standpoint, vendors affirm their commitment to the Code when signing our agreement or accepting a Purchase Order.

Worldpay's Ethics Program includes a mandatory training course titled “Ethics and Integrity,” which all employees must complete annually, with new hires required to complete it during onboarding. This course provides comprehensive education on the Code of Business Conduct and Ethics, key Ethics Office policies, including the Speak-Up Policy, and the available reporting channels. Among these is the Ethics and Integrity Line, our whistleblowing platform accessible both internally and externally, which allows individuals to report concerns anonymously. The training also features a dedicated section on “Reporting Violations” and includes an acknowledgment of the Code to reinforce employee commitment.

Another required annual company training is the “Conduct Compass” course, which expressly prohibits any participation, support of, or association with the illegal and immoral practice of trafficking in persons, forced labor and slavery, either directly or through the use of third parties.

Our core values—Think Like a Customer, Act Like an Owner, and Win as a Team - are central to everything we do. By thinking like our customers, we can anticipate their needs and deliver exceptional service. Acting like owners means taking responsibility and making decisions that benefit both our company and the individuals we serve. Winning as a team emphasizes collaboration and unity, driving us toward shared success. By acting with purpose and understanding the impact of our actions, we strengthen our company and the communities we serve.

Compliance with Policies – Suppliers

In our search and selection process for suppliers and partners, Worldpay aims to identify the most qualified suppliers for our specific business needs. We focus on the supplier's reputation for value, quality, innovation, process optimization, and cost efficiency. We choose suppliers who share our foundational standards of integrity, risk management, cooperation, and collaboration. Whenever possible, Worldpay prioritizes building long-term relationships with suppliers located in the communities where we operate.

All approved suppliers worldwide must adhere to Worldpay's Supplier Code of Conduct, which can be found externally or provided directly upon request. We expect our suppliers to operate responsibly and support Worldpay in maintaining compliance with our standards and policies, including those related to integrity and ethics, data security and privacy, and human rights.

As part of the Supplier Code of Conduct, our suppliers are required to provide education and training for their employees to ensure they understand and comply with our policies. This includes conducting labor practices in full compliance with local laws and regulations.

Our Supplier Code of Conduct also outlines procedures for reporting concerns about non-compliance or potential violations to Worldpay. The Supplier Code of Conduct also explicitly prohibits engaging in human slavery and trafficking. Worldpay's vendor onboarding and assessment process includes specific questions for our highest-risk vendors, requiring them to provide information about their compliance practices. This includes confirming whether they have a statement on anti-slavery and anti-human trafficking, as well as an attestation that they do not engage in such activities in their practices or supply chain.

Given that Worldpay's suppliers are predominantly large, reputable multinational companies providing professional and support services, such as serviced offices, rather than physical goods (with limited exceptions like IT equipment for internal use and payment terminals for merchants), the risk of modern slavery within Worldpay's supply chains is considered to be very low.

Furthermore, Worldpay considers the potential risk of slavery and trafficking as part of its country risk analysis when entering new markets.

Vendor Risk Management (VRM) Program

Worldpay understands the importance of risk assessment and mitigation in our supply chain. We have implemented a comprehensive Vendor Risk Management (VRM) program overseen by the Chief Risk Officer. This program includes a range of procedures for due diligence, such as sanctions screenings,

establishing contracts, ensuring Payment Card Industry (PCI) compliance, and ongoing monitoring of third-party relationships based on their risk ratings.

In our assessments of risks related to financial crimes and human rights issues, the VRM team collects evidence to evaluate suppliers' policies and controls concerning anti-bribery, anti-corruption, anti-slavery, anti-trafficking, and the acceptance of gifts and entertainment. We utilize various sources of information to gather the necessary data.

The Vendor Risk Management (VRM) Policy helps to ensure that management consistently implements effective processes for procurement, risk management, vendor assessment, and performance monitoring. This approach guarantees that vendors meet minimum standards for technical competence, product quality, reliability, delivery performance, cost, financial stability, safety, and social responsibility. Ultimately, these measures help achieve business objectives and maintain compliance with industry standards and regulatory requirements.

Reporting Violations

Worldpay colleagues are expected to report any violations or suspected breaches of Anti-Human Trafficking and Anti-Slavery Laws, including but not limited to the Modern Slavery Act, immediately through the established Worldpay internal reporting mechanisms. Reports should be directed to management or to the People and Culture team at PeopleSupport@worldpay.com, or to the Worldpay Ethics Office at WorldpayEthicsOffice@worldpay.com, as outlined in our Code.

Colleagues who wish to remain anonymous may do so, where legally permissible by jurisdiction, by accessing the externally available [Worldpay Ethics and Integrity Line](#), available 24 hours a day, 7 days a week, through the phone service or the web portal. Retaliation against colleagues who report a violation or suspected violation in good faith is strictly prohibited. Additionally, third parties may also report any violation or suspected violation using the Worldpay Ethics and Integrity Line or by contacting the Worldpay Ethics Office.

It is important to note that the company has received zero reports related to modern slavery through the Ethics Office, including via the Worldpay Ethics and Integrity Line.

At Worldpay, people are at the heart of everything we do. Our goal is to improve their lives through our work. We are dedicated to ensuring that their work environments are the best they can be. This commitment includes providing and upholding human dignity and fair employment practices across all areas of our business. We also expect our third-party partners to adhere to these same high standards. We will not engage in business with any individual or company that participates in human rights abuses.

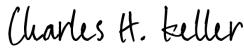
As we maintain our strong commitment to highlight and address global human rights issues across Worldpay, we take proactive measures to evaluate and mitigate risks associated with modern slavery. Our progress reflects our determination to **Think Like a Customer, Act Like an Owner and Win as a Team** in the fight against modern slavery. Worldpay is dedicated to achieving its zero-tolerance approach to modern slavery, human trafficking, and violations of human rights in practice. We will continue to monitor our efforts to combat modern slavery to reach this goal.

Appendix– UK Subsidiaries

- Worldpay Limited
- Worldpay (UK) Limited

*Worldpay Limited and Worldpay (UK) Limited have been included in the Appendix to this Statement because they meet the reporting threshold under s54 of the Modern Slavery Act 2015 in the UK and are UK subsidiaries of Worldpay during the financial year which ended December 2024.

Signed by:



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Charles Keller,
Worldpay Chief Legal Officer

Signed by:



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Jason Robinson,
Worldpay Chief Compliance Officer and Director, Worldpay (UK) Limited and Worldpay Limited