

Verifone Australia

Modern Slavery Statement

Verifone Australia (HAPL) Pty Ltd and its consolidated subsidiaries (“Verifone”, “we”, “our”, or “us”) are committed to conducting its business ethically and with respect for human rights. We recognize that modern slavery – encompassing forced labor, debt bondage, human trafficking, child labor, and other forms of severe exploitation – poses a risk in global financial services operations and supply chains, and we take our obligations to identify and address these risks seriously.

This statement is made pursuant to the requirements of the Australian Modern Slavery Act 2018 (the “Act”) and describes the actions taken by Verifone during the reporting period ending October 31, 2025 to identify, assess, and address risks of modern slavery within our operations and supply chains.

1. Structure, Operations, and Supply Chains

Verifone is a global provider of integrated payment solutions, including point-of-sale payment devices, cloud-based software, payment processing, and value-added services.

We operate in multiple jurisdictions worldwide with regional offices across North America, Europe, Asia Pacific, and Latin America.

Our operations include:

- Design and development of payment technology
- Hardware manufacturing through third-party manufacturers
- Cloud-based payment software and services
- Payment processing solutions
- Digital commerce and value-added services
- Global distribution of payment terminals and customer support

Supply Chains

Verifone’s global supply chain supports the design, manufacture, and distribution of payment technology solutions. Key supplier categories include:

- Electronic component suppliers
- Contract manufacturers and device assemblers
- Logistics and distribution providers
- Software and IT service providers

- Professional services providers
- Facilities and operational services suppliers

Our hardware manufacturing relies primarily on third-party contract manufacturers and electronics component suppliers, many of which operate in global electronics manufacturing hubs. These supply chains can involve multiple tiers of suppliers and subcontractors.

2. Modern Slavery Risks

We have undertaken a risk assessment of our operations and supply chains, taking into account industry sector, geography, business model, and supplier characteristics.

Supply chain risks:

- The electronics manufacturing and assembly industry has historically been associated with labor risks, including migrant worker exploitation, excessive working hours, recruitment fees and debt bondage, and lack of oversight of subcontracted labor.
- Upstream supply chains for raw materials and electronic components may include mining, metals processing, and semiconductor manufacturing where labor risks may exist.
- Labor exploitation risks may occur in outsourced logistics and transportation networks.

Operational risks:

- Use of outsourced or contracted labor in facilities management (cleaning, security, catering), which can expose workers to wage theft, excessive hours, or exploitative recruitment practices
- Overseas technology and data processing operations in jurisdictions with limited labor protections

3. Actions Taken to Address Modern Slavery Risks

Verifone is committed to conducting business ethically and responsibly and has implemented several measures to mitigate modern slavery risks.

Policies and Governance

Verifone maintains policies that support ethical business practices and human rights protections including:

- Code of Conduct - establishes expectations for ethical behavior and compliance with applicable laws and standards, including respect for human rights and labor protections.
- Supplier Code of Conduct - setting out minimum labor standards required of all suppliers, including prohibitions on forced labor, child labor, and unlawful recruitment practices
- Global Procurement Policy - embedding human rights and modern slavery risk considerations into sourcing decisions

Supplier Due Diligence

Verifone applies risk-based due diligence processes designed to identify and mitigate potential modern slavery risks. These include:

- Supplier onboarding due diligence
- Contractual requirements requiring compliance with labor and human rights standards
- Supplier Code of Conduct commitments
- Risk-based supplier assessments

Contractual Safeguards

Verifone incorporates provisions into supplier contracts that require suppliers to:

- Comply with applicable labor and employment laws
- Prohibit forced labor and human trafficking
- Maintain ethical workplace conditions
- Cooperate with investigations of labor-related concerns

Reporting and Whistleblowing

Verifone maintains confidential reporting channels through which employees and third parties may raise concerns regarding unethical conduct, including potential human rights violations.

Reports may be submitted anonymously where permitted by law.

Employee Awareness

Verifone promotes awareness of ethical business practices through:

- Employee training programs
- Compliance communications

- Reinforcement of the Code of Conduct

4. Assessing Effectiveness

Verifone continues to develop its approach to assessing the effectiveness of its modern slavery risk mitigation efforts.

Methods for evaluating effectiveness include:

- Monitoring supplier compliance with contractual obligations
- Reviewing supplier due diligence results
- Monitoring whistleblower reporting channels for labor-related concerns
- Ongoing compliance oversight by Verifone's compliance and legal teams

Verifone is committed to continuously improving its processes to strengthen the identification and mitigation of modern slavery risks.

5. Statement of Approval

This Modern Slavery Statement was approved by the Board of Directors of Verifone Australia (HAPL) Pty Ltd in accordance with the requirements of the Australian Modern Slavery Act 2018.

Signed:

Signed by:

Michelle Dillon

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Date:

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