

PAYMENTSSENSE LIMITED t/a Dojo

MODERN SLAVERY STATEMENT

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It sets out the steps taken by Paymentsense Limited, Paymentsense Ireland Limited and relevant group companies (together, “**Dojo**” and in this statement “we”, “our” and “us”) in relation to the prevention of modern slavery in our business and supply chain for the financial year ended 31 March 2025.

We are committed to building an ethical and sustainable business and this includes improving our practices to combat slavery and human trafficking in our business and supply chain. We address the risks of modern slavery by acting ethically and with integrity in our business relationships. We acknowledge the importance of continuing to review our supply chains to reduce the possibility that any of our business activities contribute to or facilitate modern slavery.

Our organisation

We are one of the UK's largest merchant service providers, delivering payment solutions to over 150,000 businesses under two main brands, Dojo and Paymentsense. We also provide our services in other countries within the European Union.

We have over 1,000 employees and engage self-employed field sellers, most of whom are based in the United Kingdom. Our staff are not in any category which is generally seen to be vulnerable to modern slavery, so our focus is to ensure there are policies and procedures in place in relation to our contractors and suppliers.

Our supply chain

We use a range of suppliers which supply goods for sale, provide services and support our operations. These suppliers can broadly be categorised as follows:

- Physical goods and hardware suppliers (such as suppliers of our payments hardware and related materials).
- Technology and communication suppliers (such as ‘software-as-a-service’ suppliers).
- Financial and corporate service suppliers (such as legal and accountancy firms and other providers in the payments ecosystem, including card schemes).
- Human resource and professional development suppliers (such as external recruitment agencies and training suppliers).
- Facilities and logistics suppliers (such as business service, security, cleaning and courier suppliers).

Having reviewed our supplier categories, we believe that the highest area of modern slavery risk is in the supply chain supporting the manufacture of physical goods and related materials which we provide to our customers (typically by way of a service provision).

Due diligence

We carry out due diligence on suppliers in high-risk areas and have developed procedures for assessing those suppliers. This ensures that we only select suppliers who comply with our high standards and policies.

Our internal teams assess information and documentation submitted by suppliers relevant to their subject matter expertise. Should a supplier fail or refuse to provide any information required or fail to meet our expectations, this may result in us not entering into a relationship with them or terminating any current relationship.

Policies

Our policy is to assess and address the risks of violations of anti-human trafficking and anti-modern slavery laws. We adopt and communicate to our staff procedures that contribute to ensuring modern slavery does not occur in our business or supply chains and we expect organisations with whom we do business to adopt and enforce policies to comply with anti-human trafficking and anti-modern slavery legislation.

We have a number of policies which aim to minimise the risk of modern slavery in our supply chain. These policies are reviewed and updated regularly and include our whistleblowing policy which encourages staff to report any concerns through anonymous channels, including any related to modern slavery, human trafficking and child and forced labour.

Our values, which are embedded throughout our business, set the parameters for how we expect our staff to behave with colleagues, customers, and others. We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted.

In terms of employment, we have robust recruitment processes in line with UK employment laws, including 'right to work' document checks, contracts of employment and checks to ensure everyone employed is 16 and above. We also offer market-related pay and wellbeing activities and initiatives to support our staff's physical and mental wellbeing.

Training

To ensure our staff are equipped to identify and address risks, we have implemented a training programme. All employees and relevant contractors must complete mandatory e-learning on modern slavery upon joining and refresh this annually. The training explains what modern slavery is, highlights potential risk indicators and details our internal reporting procedures.

Further steps

We will continue to review our supplier onboarding process and engage with our suppliers. We will also ensure that our internal training is reviewed and updated every year by our compliance and legal teams to ensure it is up to date.

We have zero tolerance to slavery and human trafficking. Our compliance, legal, human resources and other corporate functions all work to ensure our employees, suppliers and contractors comply with our values.

Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

KPI 1: Risk Assessment

We maintain an onboarding process where we invite all high-risk suppliers to complete our modern slavery risk assessment. We ensure that this risk assessment is reviewed and updated annually. In addition, we re-verify and re-confirm the modern slavery information collected during the supplier onboarding phase during the performance review process of each critical supplier (i.e. one that provides us with a material service).

KPI 2: Commercial Capability

We ensure that our compliance, legal, human resources and other corporate functions continue to receive access to ongoing updates in respect of business and human rights, specifically modern slavery.

KPI 3: Staff Training Completion

We monitor that employees and relevant contractors complete our mandatory annual modern slavery training.

Further steps

In order to strengthen the implementation of our policies and procedures relating to Environmental, Social and Governance matters, we intend to take the following further steps to combat slavery and human trafficking:

- Periodically review our KPIs to validate that they continue to function in a manner which helps us to understand whether the action we are taking is working well and where we need to improve.
- Launch a new supplier onboarding tool during the FY 2025 / 2026, which will help to consolidate due diligence of suppliers for the purposes of KPI 1.

The Brunel Building,
2 Canalside Walk,
London, W2 1DG

dojo.tech



Approval

On 25 September 2025, this statement was approved and signed by the Directors of Paymentsense Limited pursuant to the requirements of section 54 of the Modern Slavery Act 2015.