

Modern Slavery Statement

INTRODUCTION

This Modern Slavery Statement, published pursuant to section 14 of the Modern Slavery Act 2018 (the **MSA**), describes the steps that NCR Australia Pty Limited (**NCR Australia**) has taken to address modern slavery in our organisation and in our supply chain.

This statement covers the fiscal year ending December 31, 2023 (the **Reporting Period**). This statement is prepared by NCR Australia for the Reporting Period.

OUR BUSINESS

Our Company

NCR Voyix Corporation, which, prior to its name change effective October 13, 2023 was known as NCR Corporation, was originally incorporated in 1884 and is a global provider of digital commerce solutions for retail stores, restaurants and financial institutions. Headquartered in Atlanta, Georgia, we are a software and services-led enterprise technology provider of run-the-store capabilities for retail and restaurants and cloud-based digital solutions for financial institutions, serving businesses of all sizes. Our software platforms, which run in the cloud and include microservices and APIs that integrate with our customers' systems, and our As-a-Service solutions enable an end-to-end technology-based operations solution for our customers. Our offerings include digital first software and services offerings for retailers, restaurants and financial institutions, as well as payments acceptance solutions, multi-vendor connected device services, self-checkout ("SCO") kiosks and related technologies, point of sale ("POS") terminals and other self-service technologies. Our solutions are designed to enable restaurants, retailers, and financial institutions to seamlessly transact and engage with their customers and end users. NCR Voyix Corporation is the ultimate parent company with global headquarters located in Atlanta, Georgia in the United States. NCR Voyix Corporation is committed to improving practices to combat slavery and human trafficking and will not tolerate any such practices in its supply chain. NCR Voyix Corporation takes steps to minimise the risk of NCR Voyix Corporation working with any organisation that engages in such practices. As policy is set globally, NCR Voyix Corporation and NCR Australia use the same policies and procurement processes, this statement covers the measures adopted by NCR Voyix Corporation as a whole, with specific emphasis on the process in Australia.

Within Australia, NCR Voyix operates through its subsidiary NCR Australia, headquartered in Sydney, New South Wales.

In October of 2023, NCR Corporation completed its separation into NCR Voyix (the remaining parent of NCR Australia) and a wholly separate and independent company NCR Atleos Corporation which houses the ATM and Networks operations previously held within the legacy NCR Corporation.

Our Supply Chain

NCR Voyix Corporation has a global supply chain, with over 10,000 suppliers providing service parts, goods and services, software, and transportation & logistics.



COMPANY POLICIES AND GOVERNANCE

Policies

NCR Voyix Corporation supports and respects the protection of internationally proclaimed human rights as proclaimed in the United Nation's Universal Declaration of Human Rights and the Ten Principles of the United Nations Global Compact. We are committed to developing, maintaining, and improving systems and processes to avoid complicity in modern slavery both within our operations and throughout our supply chain.

This commitment is embodied in our Code of Conduct, our Supplier Code of Conduct, and our Human Rights Policy, which are reviewed regularly and updated as required. Our Code of Conduct specifically requires ethical business conduct, including maximum workdays and work weeks, minimum wage levels and overtime compensation. Our Human Rights Policy formally documents our position that modern slavery is not tolerated, that we support internationally proclaimed human rights, are committed to developing, implementing and maintaining systems and practices that promote fair labour and environmental sustainability, and to creating a working environment that prevents and detects corruption and appropriately addresses instances of non-compliance.

Governance and Training

Each fiscal year, NCR Voyix Corporation requires all employees to complete a training and certification module on NCR's Code of Conduct (the **Training**). This Training reviews, among other topics, NCR Voyix Corporation's Human Rights Policy which emphasizes recognising and reporting suspected instances of compliance failures both inside NCR Voyix and within NCR Voyix Corporation's supply chains. At the end of the Training, each employee is required to certify that he or she will comply with the NCR Voyix Corporation's Code of Conduct, and to identify any concerns and exceptions so that they may be addressed.

NCR Voyix Corporation and NCR Australia provide Training to all staff to ensure all staff are familiar with the relevant policies annually. The Training was updated in 2023 and all staff were required to again complete this Training.

Reporting

NCR Voyix Corporation employees are required to raise and report any concerns of wrongdoing on any of the multiple avenues that NCR Voyix Corporation provides to report their concerns. Employees can report concerns to their management teams, local human resources or legal departments, and a company-wide Ethics and Compliance Office. We also make available an alert line whereby employees can report concerns anonymously. NCR Voyix Corporation does not tolerate retaliation against individuals who make good faith reports of misconduct, including reports of potential violations of NCR Voyix Corporation policies or our commitment to fight modern slavery.

In accordance with its whistleblowing policy, NCR Voyix Corporation has long operated a safe and confidential whistle-blowing process and actively encourages employees to use it if they become aware of any breach of any law or any NCR Voyix Corporation policy. NCR Voyix Corporation also has a robust internal audit process and works extensively with auditors both inside and outside the organisation to ensure that its businesses are operated in accordance with applicable laws and NCR's own policies and procedures. NCR Voyix Corporation's internal audit procedures include reviews of NCR Voyix Corporation's compliance with our Human Rights Policy, including compliance with this statement.



Employment Practices and Procedures

NCR Voyix Corporation maintains comprehensive employment practices and procedures designed to prevent modern slavery. These practices and procedures include the following:

- We adhere to the “Employer Pays” principle - No employee should pay for a job - the costs of recruitment should be borne not by the employee but by the employer;
- We pay employee wages that meet or exceed legal wage requirements;
- We hire only individuals who are lawfully permitted to work in the jurisdiction where they are employed;
- We explain key terms of employment to prospective employees during the hiring process, including wages and benefits; work location; living conditions and associated costs (if applicable); and whether the nature of the work is hazardous;
- We enter into employment contracts that contain, or we otherwise document, the salient terms of employment, including the pay rate and pay frequency in accordance with local law;
- We do not prohibit employees from terminating their employment with NCR Voyix Corporation and NCR Australia;
- We do not destroy, conceal, confiscate or otherwise deny access by any employee to his or her identity or immigration documents; and
- We have established programs for international work assignments that include provisions such as home visits, paid transportation to and from the home country, and reasonable living accommodations that meet or exceed host country housing and safety standards. Employees on international work assignments may choose to accept or decline the provisions offered by the company.

SUPPLY CHAIN POLICIES AND GOVERNANCE

Policies

NCR Voyix Corporation and NCR Australia expect that its suppliers will conduct business ethically and will comply with the law. NCR Voyix Corporation and NCR Australia requires its suppliers to agree in their contracts with us that they will conduct business ethically, comply with applicable laws and adhere to our Supplier Code of Conduct. NCR Voyix Corporation has adopted a Supplier Code of Conduct, which includes, among other things, a requirement to adhere to NCR Voyix Corporation’s Human Rights Policy, which prohibits modern slavery. It also represents NCR Voyix Corporation and NCR Australia’s desire to engage with suppliers that have a shared commitment to its ethical, legal and social business standards and values.

NCR Voyix Corporation and NCR Australia require suppliers to certify at the time they submit e-sourcing proposals to NCR Voyix Corporation and NCR Australia that that they conduct business ethically and that they either will comply with NCR Voyix Corporation’s Supplier Code of Conduct, or that they maintain a code of conduct that is consistent with best-in-class business ethics codes and that contains provisions at least as restrictive as those in NCR Voyix Corporation’s Supplier Code of Conduct, including the prohibition on modern slavery.

We use several different factors to assess the potential risk of modern slavery in our supply chains. For 2021, NCR Voyix Corporation invested in making its third-party risk management tools and processes even more robust, including the management of modern slavery risk (the **Tools**).



Risks of Modern Slavery

NCR Voyix Corporation considers the Responsible Sourcing Tool¹ and the U.S. State Department 2023 Trafficking in Persons Report² when evaluating its Modern Slavery Risks and acknowledges that while the software-as-a-service and payments services sectors are low risk for modern slavery the procurement of hardware from third-party manufacturers in Tier 2 countries such as Hungary, India, and Mexico may pose a higher risk of modern slavery.

Supplier risk management

We have a comprehensive risk assessment and due diligence program in place for suppliers including confirmation that suppliers acknowledge acceptance of the Supplier Code of Conduct expectations. We risk assess suppliers at the inception of the business relationship, track changes in their risk profiles on an ongoing basis and identify negative news related to our highest risk suppliers. If a supplier is flagged for human rights risk, they will be subject to enhanced due diligence. NCR Voyix Corporation aims to prevent and mitigate adverse impacts we may be directly linked to by taking appropriate action to mitigate such risks, which may include exercising leverage in our business relationships. Pursuant to the Supplier Code, NCR Voyix Corporation maintains the right to monitor supplier compliance and audit their control environment. We are also entitled to request information from our suppliers with respect to their compliance with the principles of the Supplier Code.

If NCR Voyix Corporation identifies items of significant non-compliance within its supply chain, irrespective of the nature of the supplier, we are committed to addressing concerns and seeking corrective action. If any responses to the Questionnaire or Onboarding Questionnaire raises any concerns, these are escalated to procurement senior management for review before the supplier is permitted to work with NCR Voyix Corporation. The review of such responses did not reveal any instances of modern slavery in our supply chain for the Reporting Period. We have identified that the areas in our supply chain with the lowest risk are areas where operations are handled by staff directly employed by us. Where our suppliers use subcontractors with whom we do not engage or contract with ourselves, these are identified as a higher risk which we review further prior to engaging with the supplier. I

Among other permitted methods of reporting, instances of modern slavery may be reported in accordance with NCR Voyix Corporation's whistle-blower policy and procedure, which allows for anonymous reporting.

The Training, which NCR Voyix Corporation conducts annually, also increases the awareness of the business in identifying issues and risks relating to modern slavery.

¹ <https://www.responsiblesourcingtool.org/>

² [Trafficking in Persons Report 2023 \(state.gov\)](#)

BOARD APPROVAL

This statement was again reviewed and approved by the Board of Directors of

- NCR Australia Pty Limited on 26 June 2024, who will review and update this statement on an annual basis.

CONSULTATION PROCESS

This statement was prepared in consultation with each of the NCR Voyix's Legal and Compliance teams, as well as external advisors as needed.

NCR Australia does not own or control any entities with whom it consults in making this statement.

This statement is prepared by NCR Australia for the Reporting Period.

For more information, visit ncrvoyix.com, or email complianceoffice.ethics@ncrvoyix.com.

Signed: 
Patrick A. R. Raben
Director
Patrick Raben
Director of NCR Australia Pty Limited

Date: 27 06 2024