



# NCR Australia Pty Ltd Modern Slavery Statement 2020

## INTRODUCTION

This Modern Slavery Statement, published pursuant to Section 51 of the Modern Slavery Act 2015 (UK) and the Australian Commonwealth Modern Slavery Act 2018 ("Act"), describes the actions that the NCR Corporation, and its subsidiary NCR Australia Pty Ltd, have taken to address modern slavery within our organisation and within our supply chain. When we use the term "modern slavery" in this document, we mean forced or coerced labour or domestic servitude of any type, child labour and human trafficking. This statement covers the NCR fiscal year ending 31 December 2020.

## OUR BUSINESS

### OUR COMPANY

NCR is a leading software and services-led enterprise provider in the financial, retail, hospitality and telecommunications and technology industries, with business in 180 countries. NCR offers a range of solutions that help businesses of all sizes compete in an ever-evolving landscape of physical and digital consumers by providing software, advisory and consulting services, hardware, support and managed services that run businesses end to end. Our portfolio includes digital first offerings for banking, restaurants and retailers as well as payments, multi-vendor connected device services, automated teller machines (ATMs), point of sale (POS) terminals and self-service technologies.

Founded in Dayton Ohio, U.S.A in 1884, NCR has continuously operated in Australia since incorporation in 1907.

### OUR STRUCTURE AND GOVERNANCE

NCR Corporation is the ultimate parent company with global headquarters located in Atlanta, Georgia in the United States. Within Australia, NCR operates through its subsidiary, NCR Australia Pty Ltd (ABN 61 000 003 592), headquartered in Chatswood, NSW, Australia.

### OUR VALUES

Our Shared Values, Respect and Teamwork, Performance, Customer Dedication, Innovation, Integrity and Courage, form the foundation of our business relationships with each other,

our customers, partners, and suppliers and they should be used to direct our behavior and guide our decisions as we drive to achieve our business objectives.

## OUR SUPPLY CHAIN

We manufacture hardware in facilities in the USA, Brazil, Hungary, and India. These facilities require manufacturing and non-manufacturing suppliers. NCR has a global supply chain, with over 10,000 suppliers providing raw materials, service parts, internally and externally used goods and services, and transportation & logistics.

## COMPANY POLICIES AND GOVERNANCE

### POLICIES

NCR 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 and our Human Rights Policy. Our Code of Conduct specifically requires ethical business conduct, including maximum work days 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 create a working environment that prevents and detects corruption and appropriately addresses instances of non-compliance. At NCR access to all Policy documents are available to all level of employees and contractors via "Bridge", the NCR Intranet.

### TRAINING

In the first quarter of each fiscal year, NCR requires all employees to complete a training and certification module on NCR's Code of Conduct. This training reviews, among other topics, NCR's Human Rights Policy. At the end of the training module, each employee is required to certify that he or she will comply with the NCR Code of Conduct, and to identify any concerns and exceptions so that they may be addressed. NCR introduced additional training from 2019 to individuals within its organisation, such as supply chain managers, sourcing and compliance personnel who may require more in-depth knowledge about recognising and addressing modern slavery.

### REPORTING

NCR employees are encouraged to speak up and report any concerns of wrongdoing. NCR provides multiple avenues to report 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 does not tolerate retaliation against individuals who make good faith reports of misconduct, including reports of potential violations of NCR policies or our commitment to fight modern slavery. On 20 December 2019 the Board of Directors of NCR Australia Pty Ltd adopted a Reporting and Non-Retaliation Policy (Whistleblower Policy) effective 1 January 2020 to strengthen and record the detail of the local position on non-retaliation and outline the protection of those who report suspect activities.

## EMPLOYMENT PRACTICE AND PROCEDURES

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

adherence to the "Employer Pays" principle –

- No worker should pay for a job - the costs of recruitment should be borne not by the worker 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.
- We do not destroy, conceal, confiscate or otherwise deny access by any employee to his or her identity or immigration documents.
- 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.

## INTERNAL AUDIT

NCR has a dedicated Internal Audit and Review Team who conduct regular audits worldwide. These audits can be face to face where travel is allowable and practical or may be conducted remotely.

NCR's Internal Audit procedures include reviews of NCR's compliance with our Human Rights policy, including compliance with this Modern Slavery Act statement.

## SUPPLY CHANGE POLICIES AND GOVERNANCE

### POLICIES

NCR expects that its suppliers will conduct business ethically and will comply with the law. NCR has historically required its suppliers to agree in their contracts with NCR that they will conduct business ethically, comply with applicable laws and adhere to our Supplier Code of Conduct. NCR has adopted a Supplier Code of Conduct, which includes, among other things, a requirement to adhere to NCR's Human Rights Policy, which prohibits modern slavery.

NCR requires suppliers to NCR to certify at the time they submit e-sourcing proposals to NCR that that they conduct business ethically and that they either will comply with NCR'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's Supplier Code of Conduct, including the prohibition on modern slavery.

## SUPPLY CHAIN REVIEW AND ASSURANCE

NCR Corporation conducts periodic business reviews with our highest spend and/or strategic suppliers.

As part of these reviews, which may be conducted at a supplier's facility, we require suppliers to review our Supplier Code of Conduct, including its human rights provisions, and to confirm they are in full compliance.

NCR Australia Pty Ltd carries out due diligence of potential (local) Suppliers, creates contract for services, engages with suppliers on a Quarterly basis for review sessions, measures the effectiveness of the supplier and ensure that their principles maintain the standards as set by the NCR Corporation as outlined within the NCR policies. Such reviews and contracts have the oversight of an NCR Procurement and Outside Service Team, located in Region, who have specialist skills in these areas.

## TRAINING

NCR implemented training for key sourcing, support and compliance personnel during 2019 and 2020, to develop improved awareness and understanding of modern slavery risks.

## CONCERNS

If we identify items of significant non-compliance, irrespective of the nature of the supplier, we are committed to addressing concerns and seeking corrective action, and we are ultimately prepared to terminate the relationship if significant issues are not addressed.

## NEXT STEPS

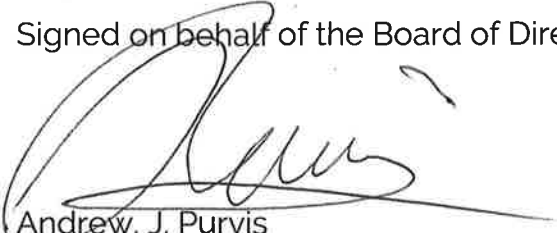
NCR acknowledges that all forms of risk management require continuous commitment and ongoing collaboration. Our priorities are reviewed periodically, and our commitment reaffirmed. For 2021 NCR's key focus is developing a strategy for identifying high risk suppliers and socialising the strategy within NCR's supply chain organisation.

## BOARD APPROVAL

This statement was reviewed and approved by the Board of Directors of NCR Australia Pty Ltd on 23 February 2021. The Boards of Directors will review and update this statement on an annual basis.

For more information, visit [ncr.com](http://ncr.com), or email [complianceoffice.ethics@ncr.com](mailto:complianceoffice.ethics@ncr.com).

Signed on behalf of the Board of Directors, NCR Australia Pty Ltd.

A handwritten signature in black ink, appearing to read 'A. Purvis', written over a horizontal line.

Andrew J. Purvis  
Chair.

Dated: 8 March 2021

