

# 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 trading as NCR Voyix (**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, 2024 (the **Reporting Period**). This statement is prepared by NCR Australia for the Reporting Period.

## OUR BUSINESS

### Our Company

NCR Voyix Corporation was originally incorporated in 1884 and has developed to become a leading software- and services-led enterprise provider in the financial, retail, hospitality and telecommunications, and technology industries. The solutions we provide help our customers, businesses of all sizes, run self-directed banking, stores and restaurants end-to-end and wall-to-wall, by making simple possible through our NCR-as-a-Service solutions that bring together all of the capabilities and competencies of NCR Voyix Corporation. These solutions enable us to be the technology-based service provider of choice to our customers. Our portfolio includes digital first offerings for banking, retailers and restaurants, as well as payments processing, multi-vendor connected device services, point of sale (POS) terminals and self-service technologies. We also resell third-party networking products and provide related service offerings in the telecommunications and technology sectors. Our business has evolved from providing hardware and services, to providing software and services within solutions that allow us to increasingly become strategic partners to our customers, helping them build their business strategies and deliver targeted business outcomes.

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.

### Our Supply Chain

NCR Voyix Corporation has a global supply chain, with over 10,000 suppliers providing service parts, goods and services, software, along with 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 to prevent involvement in modern slavery across our operations and supply chain.

This commitment is reflected in our Code of Conduct, our Supplier Code of Conduct, and our Human Rights Policy, all of which are regularly reviewed and updated.. Our Code of Conduct mandates ethical business practices, including limits on work hours, adherence to minimum wage standards and proper overtime compensation.

Our Human Rights Policy affirms our zero-tolerance on modern slavery,, reinforces our support forhuman rights, and outlines our dedication to fair labour, and environmental sustainability, and a workplace 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 2024 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.

NCR Voyix Corporation has a secure and confidential whistle-blowing process. Employees are strongly encouraged to use this process if they become aware of any legal violations or breaches of NCR Voyix Corporation policies. NCR Voyix Corporation has a thorough internal audit system. It collaborates extensively with both internal and external auditors to ensure its operations comply with all applicable laws and NCR Voyix Corporation's policies and procedures. The internal audit procedures at NCR Voyix Corporation include reviews to ensure compliance with the company's Human Rights Policy, as well as adherence to 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, including geographic risk (e.g. Tier 2 countries like Hungary, India, and Mexico) and sectoral risk (e.g. hardware procurement). NCR Voyix Corporation utilizes a third-party risk intelligence platform that aggregates data from global watchlists, sanctions databases, and ESG ratings to assign risk scores to suppliers. (the **Tools**).



## **Risks of Modern Slavery**

NCR Voyix Corporation considers the Responsible Sourcing Tool<sup>1</sup> and the U.S. State Department 2025 Trafficking in Persons Report<sup>2</sup> 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 raise 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.

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.

---

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

<sup>2</sup> [Trafficking in Persons Report 2025 \(state.gov\)](https://www.state.gov/traffic-report-2025)

# Assessing Effectiveness

NCR Voyix Corporation is working to develop key performance indicators (KPIs) to assess the effectiveness of its modern slavery risk mitigation efforts. These will potentially include:

- Number of suppliers
- Percentage of suppliers completing due diligence questionnaires
- Completion rates of employee training modules
- Number and nature of reports received through the whistleblower hotline (Alertline) related to human rights concerns
- Audit findings related to modern slavery compliance (if any)

The Legal and Compliance teams conduct an annual review of the effectiveness of our modern slavery controls. This includes analyzing training outcomes, supplier risk trends, and audit results. Findings are reported to senior leadership and used to refine policies, training content, and supplier engagement strategies.

We also seek feedback from internal stakeholders and external advisors to evaluate the clarity, accessibility, and impact of our modern slavery policies and procedures.

## BOARD APPROVAL

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

- NCR Australia Pty Limited on June 2025, 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](http://ncrvoyix.com), or email [complianceoffice.ethics@ncrvoyix.com](mailto:complianceoffice.ethics@ncrvoyix.com).

Signed:   
Patrick Raben, Director of NCR Australia  
Date: 30/06/2025

Signed:   
[Richard McKenzie \(Jun 26, 2025 09:33 EDT\)](#)  
Richard McKenzie, Director of NCR Australia  
Date: 26/06/2025













# 2025 NCRV Modern Slavery Statement AU - FINAL

Final Audit Report

2025-06-30

Created:	2025-06-26
By:	Jessica Nguyen (Jessica.Nguyen@ncr.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAEeOgSZdNa9TzXQvq_HLxwqJhiu4jQzda

## "2025 NCRV Modern Slavery Statement AU - FINAL" History

-  Document created by Jessica Nguyen (Jessica.Nguyen@ncr.com)  
2025-06-26 - 12:29:47 PM GMT
-  Document emailed to Patrick Raben (patrick.raben@ncrvoyix.com) for signature  
2025-06-26 - 12:29:51 PM GMT
-  Document emailed to Richard McKenzie (richard.mckenzie@ncrvoyix.com) for signature  
2025-06-26 - 12:29:51 PM GMT
-  Email viewed by Patrick Raben (patrick.raben@ncrvoyix.com)  
2025-06-26 - 12:30:05 PM GMT
-  Email viewed by Richard McKenzie (richard.mckenzie@ncrvoyix.com)  
2025-06-26 - 12:30:11 PM GMT
-  Document e-signed by Richard McKenzie (richard.mckenzie@ncrvoyix.com)  
Signature Date: 2025-06-26 - 1:33:54 PM GMT - Time Source: server
-  Email viewed by Patrick Raben (patrick.raben@ncrvoyix.com)  
2025-06-27 - 12:32:48 PM GMT
-  Email viewed by Patrick Raben (patrick.raben@ncrvoyix.com)  
2025-06-28 - 12:32:34 PM GMT
-  Email viewed by Patrick Raben (patrick.raben@ncrvoyix.com)  
2025-06-29 - 12:32:55 PM GMT
-  Document e-signed by Patrick Raben (patrick.raben@ncrvoyix.com)  
Signature Date: 2025-06-30 - 0:21:10 AM GMT - Time Source: server

✔ Agreement completed.

2025-06-30 - 0:21:10 AM GMT



**Adobe Acrobat Sign**