



# Modern Slavery Statement

## Reporting entity

This Statement is Adyen Australia Pty Limited's ("Adyen Australia") annual Modern Slavery Statement (the "Statement") and covers the period of 1 January 2021 to 31 December 2021 ("Reporting Period").

## Adyen Australia's structure, operations and supply chains

Adyen Australia is a private limited company incorporated in Victoria, Australia with ACN 162 682 411. Adyen Australia currently employs 32 persons.

Adyen Australia is a wholly owned subsidiary of Adyen N.V., a public company incorporated under the laws of, and domiciled in, the Netherlands with shares that are listed on Euronext Amsterdam. Adyen is a global payments service provider of omni-channel payment solutions that focuses on servicing merchants anywhere in the world by providing the full payments stack - gateway, risk management, processing, acquiring and settlement.

Adyen Australia is registered with the Australian Transaction and Reports and Analysis Centre (AUSTRAC) as a reporting entity, and is licensed and regulated by the Australian Securities and Investments Commission (ASIC), Australian financial services licence number 516550.

## Risks of Modern Slavery at Adyen Australia

Adyen Australia is focused on providing business-to-business payment services online using Adyen's developed platform and capabilities. Due to the online nature of Adyen Australia's services, operational risk related to modern slavery is limited. Moreover, Adyen Australia's supply chain consists of office product suppliers, real estate, recruitment services, and cleaning service providers. Adyen Australia also works with a small number of Third Parties (as defined below) manufacturing point-of-sale hardware, but it does not directly manufacture or produce physical goods. As such, Adyen Australia considers that supply chain risks related to modern slavery is also limited.

## Actions taken by Adyen Australia to mitigate Modern Slavery risks

Adyen Australia recognises that any non-ethical behaviour being associated with any of its Third Parties or the Adyen group could negatively affect Adyen's reputation and brand, lead to breaches of applicable laws or regulations and applicable sanctions, and/or endanger its future existence.



As such, Adyen Australia is committed to ensuring that appropriate due diligence and risk assessments are conducted on all third party service providers prior to engagement to ensure compliance with all relevant laws and regulations. Specifically, Adyen Australia has conducted a review of the 21 third party service providers with whom a contractual relationship has been established or was already established during the Reporting Period in Australia (“Third Parties”).

As part of its risk assessment of third party service providers, Adyen Australia always considers the reputational and integrity risks associated with all service providers. For this reason, during the onboarding procedure, Adyen Australia (i) takes into consideration the country where the service is performed, and (ii) verifies that all third party service providers address modern slavery risks through the adoption of ethical and socially responsible behaviour and adherence to internationally recognised human rights standards (for example, applicable conventions on human rights, and labour practices recognised at international level), such as the prohibition of child labour, any practice contrary to slavery, and appropriate working conditions. When this is discovered to be lacking, Adyen Australia investigates further to assess risk of modern slavery of the particular third party service provider.

Should Adyen Australia identify any such risks during the assessment of a potential Third Party, it would abstain from entering into a contractual relationship with that entity.

Moreover, based on the risk associated with a given Third Party, Adyen Australia carries out a periodical review of each Third Party, whereby information collected during the onboarding phase is newly verified and confirmed, including the ones related to modern slavery risks.

Over this Reporting Period, Adyen Australia made significant progress to address modern slavery risks associated with its operations and supply chains. These actions include:

- updating Adyen Australia’s Third Parties due diligence and onboarding procedures to understand the Third Party’s supply chains and its modern slavery risks;
- periodical review of modern slavery risks of Adyen Australia’s Third Parties;
- identifying areas for training improvement; and
- reviewing and updating Adyen’s Third-Party Management Policy to capture modern slavery risk management for Third Parties. Modern slavery is a mandatory assessment criterion for Adyen Australia’s Third Parties.

Additionally, it should be noted that Adyen strives to maintain a culture in which its employees are encouraged to ask questions and raise concerns about compliance. To this end, Adyen has in place a Whistleblower Policy which encourages its employees to speak up about suspected wrongdoings, including on modern slavery and any other human rights violations. Senior management is responsible for acting on any such concerns raised in accordance with Adyen’s Whistleblower Policy.



During this Reporting Period, Adyen Australia also conducted mandatory training for all of its staff to ensure that there is organisational cognisance and understanding of modern slavery risks and the corresponding obligations, identification of instances of modern slavery, as well as the obligation to raise any concerns about modern slavery within the organisation and/or supply chain.

## How Adyen assesses effectiveness of measures

During this Reporting Period, Adyen Australia assessed the effectiveness of its actions across third party service providers, training and education, and governance. We have implemented the following measures to identify and combat modern slavery in its operations and supply chain:

- due diligence and risk assessment of third party service providers – Adyen reviews its processes to ensure that modern slavery risks are adequately addressed prior to onboarding a third party service provider, including:
  - a review of the desktop audits Adyen Australia conducted on all of its Third Parties to ensure that its due diligence processes, including for modern slavery, have been met and followed; and
  - identifying any high-risk geographical locations in Adyen Australia's operations and supply chains, and ensuring that we do not engage third party service providers from such locations;
- training and education – Adyen Australia reviews the content and effectiveness of its training to ensure that its employees are kept updated about modern slavery risks and the importance of due diligence and onboarding third party service providers, as well as employee training completion rate; and
- reviewing and updating Adyen's Third-Party Management Policy and reassessing its third parties management framework to ensure that modern slavery risks and obligations are better reflected for alignment with its organisational stance on modern slavery.

Based on Adyen Australia's assessment of its operational environment, Adyen Australia considers that it operates in sector(s) that are considered to contain very low modern slavery risk.

Adyen Australia will continue to assess the effectiveness of its actions in identifying and managing modern slavery risks. Based on the results of its assessment, Adyen Australia is committed to continue the development of these measures so that it is constantly improving its response to modern slavery.

## Consultation process

Adyen Australia does not own or control any other entities and therefore this criterion is not applicable.



## Governing Body Approval

This Statement has been approved by Adyen Australia's Board of Directors in their capacity as principal governing body of Adyen Australia on 30 May 2022.

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*Hayley Fisher*

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Director, Adyen Australia