

## Modern Slavery Statement

### International Personal Finance plc Statement on the Modern Slavery Act 2015 for the financial year ending 31 December 2022

#### Our business

International Personal Finance plc (“IPF”) is a London Stock Exchange listed company headquartered in Leeds, West Yorkshire. It is the ultimate holding company of a number of subsidiaries<sup>1</sup> (the “IPF Group”) including overseas subsidiaries which provide a range of financial products and services across 9 countries. The IPF Group operates in three divisions: European Home Credit (in Poland, Czech Hungary and Romania), Mexico Home Credit and IPF Digital (in Estonia, Latvia, Lithuania, Australia, Poland and Mexico).

#### Our commitment

The IPF Group is committed to opposing slavery and human trafficking in its direct operations and in the indirect operations of its supply chain. The IPF Group will not knowingly support or do business with any organisation involved in slavery or human trafficking. The detail around how we do this is set out in our Modern Slavery Policy supported by Policies on Human Resources, Health & Safety and Whistleblowing and by our Responsible Procurement Policy. We issue annual training on ethical issues including modern slavery. Due diligence is performed on suppliers deemed to be higher risk due to sector or geographical area to ensure they understand and are not engaging in the various aspects of modern slavery. IPF has made a commitment to adhere to the human rights and labour standards principles as a participant of the UN Global Compact Network UK and annually communicates progress on integration of the ten UN principles into its strategies and operations.

#### Our workforce

The home credit businesses operate in local markets as Provident through cooperation with customer representatives who visit the customer in his or her home. These representatives are self-employed in all markets except Hungary and Romania where they are employees. The IPF Digital business operates under a number of different brands including Credit24 and Creditea. There are approximately 22,000 employees and customer representatives working for the IPF Group.

We consider our workforce, including all our employees and customer representatives, to be valued members and stakeholders of our business and treat them with care and respect. Where customer representatives are self-employed, we contract with them directly as individuals and do not use any form of intermediary. To support our workforce, we operate an independently verified safety management system compliant with ISO 45001. All our home credit businesses across Europe and Mexico are ISO 45001 accredited. This ensures all employees and self-employed customer representatives are provided with the highest standards of safety supervision, training, education and advice. Additionally, we operate help lines and whistleblowing services, available to all employees and customer representatives, to ensure that they have access to appropriate advice and support for their safety and wellbeing and can raise concerns directly to senior management.

Training specific to modern slavery, including IPF’s approach and how to spot and react to modern slavery issues, was issued in 2022 as part of the IPF Group annual ethics training. It was obligatory for

---

<sup>1</sup> Including (but not limited to) IPF International Limited. This Statement also covers IPF International Limited, in addition to IPF.

all management teams and employees working in Procurement, Legal, HR, Communication and Marketing departments.

### **Our supply chain**

As a financial services provider, the businesses within the IPF Group have relatively straightforward supply chains compared with those of other sectors. The majority of products and services are sourced from suppliers based in the UK and European Union, with the exception of Mexico and Australia.

Our Responsible Procurement Policy and supporting Procurement Standards require an annual ethics assessment of all strategic and critical suppliers. An assessment of all suppliers based on risk-factors including geography, nature of services and spend was carried out to identify suppliers in territories or industries with a high prevalence of modern slavery or other labour rights violations and/or which are heavily reliant on low skilled or migrant workers. Any areas of concern are further investigated. The IPF Group will not continue to trade with any business if issues come to light as a result of the risk assessments and cannot be resolved by the supplier.

This statement has been approved by the Board of Directors of International Personal Finance plc on 26 July 2023 and will be reviewed annually (and updated as applicable) by the Board.

DocuSigned by:  
  
D2373DDDA0D041C...

Gerard Ryan  
Chief Executive Officer  
International Personal Finance plc  
26 July 2023