

## **HUMAN RIGHTS AND MODERN SLAVERY STATEMENT**

### **1 SCOPE**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps which Plus500 Ltd. and its subsidiaries (the "**Group**") have taken during the financial year ending 31 December 2019 to prevent modern slavery from occurring in its operations and supply chain.

### **2 BUSINESS OVERVIEW AND SUPPLY CHAIN**

Plus500 is a leading online service provider for trading Contracts for Difference ("**CFDs**") internationally.

Details of the Group's principal subsidiaries can be found on page 27 of the Annual Report and Accounts for the year ended 31 December 2019. The Group has offices located in seven countries.

As a provider of CFDs via online services, human and labour rights and modern slavery issues do not pose the same level of risk for the Group as for companies in manufacturing or industrial sectors. Plus500 therefore considers that this risk is low.

Policies and frameworks that the Group has in place assist in limiting the risk of modern slavery in the workplace and encourage our people to work ethically. In addition, employees can raise their concerns, including concerns with respect to modern slavery, using the Group's whistleblowing policy.

However, the Group does note that the most material human and labour rights issues are related to employment, data protection, procurement of goods and services, as well as anti-money laundering ("**AML**").

The Group conducts its AML procedures in conformity with high ethical standards and has in place appropriate measures including enhanced measures with regard to beneficial owner information which is designed to ensure that individuals involved in human trafficking and slavery are not laundering their money through the Group's operations.

In addition, as part of the affiliate registration process, the Group carries out AML checks and vets prospective affiliates joining the programme. Once an affiliate has signed up to the programme, the Group has procedures in place designed to monitor their activities.

As part of our initiative to identify and mitigate risk, the Group carries out due diligence on new suppliers, agents, consultants and contractors throughout our supply chain. The Group expects organisations with which it does business to adopt and enforce policies to comply with the legislation and does not knowingly support or conduct business with a company involved in slavery or human trafficking.

### **3 COMMITMENTS**

The Group is committed to respect human rights across its operations and supply chain. This is a core element of the Group's overall commitment to responsible business practices.

The Group is committed to respect the principles embodied in the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights.

The Group is committed to ensuring that it is not complicit in the violation of human rights. This includes human trafficking and slavery which can occur in many forms, such as forced labour, child labour, domestic servitude, sex trafficking and workplace abuse.

#### 4 **MONITORING AND REPORTING**

In 2020, the Group will monitor and track potential human rights and modern slavery issues as part of its overall compliance risk management programme. This statement will be reviewed on a yearly basis.

This statement has been approved by the Board of Directors and signed by the Chairman of the Board, Penny Judd, on 6 July 2020.