

Deluxe Corporation Modern Slavery and Human Trafficking Statement for Financial Year 2024

Signed February 20, 2025

Board Reviewed February 20, 2025

This statement is reviewed and published annually. This statement is for the financial year ending December 31, 2024.

INTRODUCTION

This Statement covers Deluxe Corporation and its subsidiaries (collectively, "Deluxe").

Deluxe strives to prevent, identify, and eliminate modern slavery and human trafficking from its operations as well as those of its direct suppliers.

ORGANIZATION STRUCTURE

Deluxe is a publicly traded company with its headquarters in Minneapolis, Minnesota, USA, with subsidiaries in the USA, Canada, and India. Deluxe provides products and services to financial institutions and small businesses, currently employing approximately 6,500 individuals.

OUR BUSINESS

Our business is organized into four segments: Checks, Data, Payments and Promotional Products.

OUR DIRECT SUPPLIERS

Our direct suppliers include, manufacturers of promotional materials, printers, website hosting providers, IT suppliers, and consultants. These direct suppliers are spread across the globe, including in Africa, Australia, Asia, Europe, North America and South America.

RISKS OF MODERN SLAVERY AND HUMAN TRAFFICKING

To date, Deluxe has not identified any risks of modern slavery and human trafficking in its operations or the operations of its direct suppliers.

OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING

Deluxe maintains a [Code of Ethics](#) ("Code"), which requires all employees, among other obligations, to comply with applicable laws – including those on modern slavery and human trafficking – in every jurisdiction in which we operate. New employees are required to acknowledge their understanding of the Code and commit to adhering to the Code. We require all employees to participate in a training program every year and to attest to their understanding of, and adherence to, the Code as part of that training.

In addition to our Code, Deluxe's Supplier Code of Conduct obligates direct suppliers to comply with all applicable laws, including those related to slavery and human trafficking, in every market in which we do business with them.

As stated in these policies, all employees and direct suppliers' employees are expected to promptly report any instances of modern slavery and human trafficking in our operations and the operations of our direct suppliers. We prohibit any retaliatory action against any individual making such reports, and we are committed to investigating and responding to such concerns in a prompt and responsible manner.

DUE DILIGENCE PROCESSES FOR MODERN SLAVERY AND HUMAN TRAFFICKING

In order to assess and address the risks of modern slavery and human trafficking within Deluxe's operations and those of its direct suppliers, Deluxe does the following:

- Strive to identify, assess and monitor potential modern-slavery-related risk areas in our direct suppliers;
- train appropriate employees on modern slavery and human trafficking risks, including how to identify and report issues;
- strive to mitigate the risk of slavery and human trafficking occurring in our direct suppliers by auditing and monitoring direct suppliers;
- strive to address identified issues with direct suppliers through appropriate corrective action plans; and,
- provide a method for internal and external individuals to report any concerns about Deluxe's or its direct suppliers' operations.

DIRECT SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance for slavery and human trafficking within either our operations or those operations of our direct suppliers.

We similarly expect that our direct suppliers also apply such a policy to their suppliers as well.

Certification

The standards we hold for our direct suppliers are laid out in our Supplier Code of Conduct. Our Supplier Code of Conduct obligates direct suppliers to comply with all applicable laws, including those related to slavery and human trafficking, in every market in which we do business with them. Direct suppliers certify compliance by accepting our Supplier Code of Conduct in the terms and conditions of each purchase order.

If we determine that a particular direct supplier does not comply with its obligations under the applicable laws on modern slavery and human trafficking, we will strive to work with that direct supplier to develop and implement an appropriate corrective action plan. Depending upon the circumstances, Deluxe may elect to end its relationship with a direct supplier at any time for not complying with the applicable laws.

OUR EFFECTIVENESS IN COMBATING MODERN SLAVERY AND HUMAN TRAFFICKING

Deluxe uses the following to measure the effectiveness of its efforts intended to eliminate modern slavery and human trafficking from our business operations and those of our suppliers:

- conducting audits of Deluxe's operations and those of our direct suppliers;
- communicating Deluxe's zero tolerance for modern slavery and human trafficking to employees and direct suppliers; and,
- training employees regarding Deluxe's zero tolerance for modern slavery and human trafficking.

Moreover, Deluxe continuously evaluates these policies, and actions taken pursuant to those policies. To date, Deluxe is unaware of any modern slavery or human trafficking in its operations or those of its direct suppliers.

TRAINING

Striving for a high level of understanding of the risks of modern slavery and human trafficking in our business, Deluxe provides relevant training to all employees. This training includes specific content on recognizing and mitigating the risks of slavery and human trafficking.

This Statement has been approved by the Board of Directors.

A handwritten signature in black ink, appearing to read "Barry C. McCarthy". The signature is written in a cursive style with a prominent vertical stroke at the end.

Barry C. McCarthy

President, Chief Executive Officer and member of the Board of Directors