

Modern Slavery Statement

International Personal Finance plc Statement on the Modern Slavery Act 2015 for the financial year ending 31 December 2024

This statement covers International Personal Finance plc and all its subsidiary companies including IPF International Limited (together “the IPF Group”).

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 does not and will not knowingly support or do business with any organisation involved in slavery or human trafficking.

As a participant of the UN Global Compact Network UK, the IPF Group has pledged to adhere to human rights and labour standards principles and communicates progress annually on integration of the ten UN principles into its strategies and operations. The IPF Group assesses and responds to human rights impacts in accordance with the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance for Responsible Business Conduct.

The IPF Group has reviewed the updated 2025 Home Office Statutory Guidance on Transparency in Supply Chains and implemented the requirements and recommendations in its policies and processes.

1. Organisational structure, business and supply chains

The IPF Group is a leading international provider of consumer credit, committed to helping people who are often financially underserved by banks access simple, personal and affordable financial services. Headquartered in the United Kingdom and listed on the London Stock Exchange, the IPF Group has supported more than 15 million consumers since operations began in 1997. Its purpose is to build a better world through financial inclusion, enabling its customers to improve their lives and build stronger financial futures.

The IPF Group operates across nine international markets: Poland, Hungary, Romania, the Czech Republic, Estonia, Lithuania, Latvia, Mexico, and Australia. It has around 1.7 million customers and its ambition is to serve 2.5 million. The IPF Group tailors its products and services to meet the specific needs of consumers in different geographies, providing flexible access to credit for those who may not be well-served by mainstream financial institutions.

The IPF Group’s product portfolio includes a range of unsecured personal lending solutions, designed to offer choice, convenience and control. These include its traditional home credit face-to-face lending service as well as digital loans and revolving credit lines. At the heart of the IPF Group’s approach is a focus on responsible lending. It uses robust credit assessment processes to ensure that its products are affordable and appropriate for its customers, and it supports financial education and literacy initiatives to promote long-term financial wellbeing.

Home credit is the IPF Group’s traditional face-to-face lending service, where loans are delivered and collected by customer representatives directly in the customer’s home. These representatives are self-employed in all markets except Hungary and Romania where they are employees. The business operates in local markets under the Provident brand (home credit) and the Credit24 and Creditea brands (digital). There are approximately 20,500 employees and customer representatives working for the IPF Group.

As a financial services provider, the businesses within the IPF Group have relatively straightforward supply chains compared with those of other sectors. The major areas of

expenditure within the IPF Group supply chain are marketing, property services, professional services and information technology. In 2024 the IPF Group sourced the services required to support its businesses from approximately 2,500 suppliers: 1,900 based in the European Union and the UK, 500 in Mexico, 70 in Australia and a few suppliers based in the US and India.

2. Organisational policies

The IPF Group has established a series of policies that reflect its commitment to ethical business practices and its determination to combat modern slavery which are publicly available on its website here https://www.ipfin.co.uk/creating_social_value/policies. These include:

- **Modern Slavery Policy** which sets out the detail behind how the IPF Group fulfils this commitment;
- **Global Code of Ethics** which sets out the standards of behaviour expected from all the IPF Group's employees and customer representatives and its commitment to fight all forms of modern slavery and worker exploitation;
- **Human Rights Policy** which sets out the IPF Group's commitment to promote respect for human rights and fundamental freedoms;
- **Health & Safety Policy** which sets out the IPF Group's approach to maintaining a safe and healthy work environment for all individuals involved in its operations;
- **Whistleblowing Policy** which provides a confidential mechanism for employees, customer representatives, customers, suppliers and third parties to report any concerns related to modern slavery or other unethical practices; and
- **Responsible Procurement Policy** and **Procurement Standards** which require all suppliers to comply with the IPF Group's standards on labour rights, including prohibitions against forced labour and human trafficking and include supplier risk assessment and due diligence processes for modern slavery.

The IPF Group's policies and processes are based on international standards including the UN Guiding Principles, OECD Due Diligence Guidance for Responsible Business Conduct and the ILO Labour Standards. The Group's Legal Function monitors and responds to guidance on policy development.

These policies and processes are communicated annually to all the IPF Group's employees and customer representatives as part of its annual Ethics Week which has been established for ten years and is a key forum for communication, discussion, feedback and improvement of all ethics issues including modern slavery. Policies are cascaded to relevant functions through functional heads. All policies include detail on relevant assurance mechanisms for policy requirements.

3. Assessing and managing risk

The modern slavery risk for the IPF Group is managed by the Group Legal Function closely supported by the Group Human Resources and Group Procurement Functions working with the relevant local functions in the operating businesses. The Chief Legal Officer reports on an annual basis to the IPF Board of Directors which oversees the actions taken to identify, assess and respond to modern slavery and also approves this statement.

The IPF Group has engaged with relevant stakeholders to assess modern slavery risk throughout its operations and the operations of its supply chain. Careful consideration has been given to its primary value chain (provision of financial services) together with its secondary value chain (being those activities which support this such as workforce, catering and cleaning services) and in particular to the labour supply chain (being how and from where people have been recruited to work in these primary and secondary value chains).

Modern slavery risk in the IPF Group's supply chain is managed by the Procurement Function in accordance with the IPF Group's Responsible Procurement Policy and supporting Group Procurement Standards as part of a wider annual process of supplier segmentation, risk assessment and evaluation.

An annual assessment of all suppliers based on risk-factors including geography, nature of services and level of investment is 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. Further due diligence is carried out on suppliers identified as high risk from a modern slavery or human rights perspective alongside suppliers classified as strategic or critical to the IPF Group's operations as described below.

4. Due diligence

The IPF Group has implemented due diligence processes and undertaken actions and initiatives to mitigate the modern slavery risks identified in the key areas of its workforce and supply chain.

The IPF Group considers its workforce, including all its employees and customer representatives, to be valued members and stakeholders of its business and treats them with care and respect. Where customer representatives are self-employed, the IPF Group contracts with them directly as individuals and does not use any form of intermediary.

To support its workforce, the IPF Group operates an independently verified safety management system compliant with ISO 45001. All its 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 and education. During 2024 the IPF Group implemented its global framework for the management of psychological health, safety and wellbeing based on ISO 45003, the first global standard guiding employers on managing mental health and wellbeing in the workplace. The IPF Group plans to gain accreditation to the ISO 45003 standard during 2025.

The IPF Group has multiple channels for employees and customer representatives to feel encouraged to report concerns and secure better working conditions including help lines and whistleblowing services. These services are publicly available and well communicated to all employees and customer representatives to ensure that they have access to appropriate support for their safety and wellbeing and can raise concerns directly to senior management.

Conducting regular assessments of the IPF Group's suppliers forms part of a wider due diligence framework around ethical trade, corporate social responsibility and human rights. The IPF Group's Responsible Procurement Policy and supporting Procurement Standards require an annual ethics and sustainability assessment of all strategic and critical suppliers as well as all suppliers classified as high risk for modern slavery. The Procurement Function identified and assessed 142 suppliers as part of this due diligence exercise in 2024 (98 were critical or strategic and 44 were assessed as high risk for a modern slavery or human rights). Sustainability Assessment Questionnaires were completed by the Procurement Function on these suppliers through the review of publicly available resources, completion of questionnaires by suppliers and dialogue with suppliers. The outcome of the assessment process was overseen by local and group procurement committees.

Any areas of concern raised by the risk assessment or due diligence are further investigated. The IPF Group will not continue to trade with any business if issues come to light which are not resolved by the supplier. The IPF Group did not identify any potential or actual modern slavery issues in its supply chain in 2024.

5. Training

Training on modern slavery, including the IPF Group's approach and how to recognise and address signs of modern slavery, was issued in 2024 as part of its annual ethics training and completed by 97% of all employees and customer representatives globally. The training was developed internally and delivered via the IPF Group's e-learning platform. The training was designed to ensure people working for the IPF Group are aware of the issues, able to recognise signs of modern slavery and know how to report concerns.

In 2025, in addition to this training, the IPF Group plans to issue detailed targeted training to relevant functions, in particular people working in human resources and procurement and supplier management, on how to identify and address potential modern slavery risks and take steps to mitigate or eliminate these risks.

6. Monitoring and evaluation

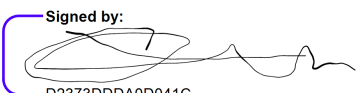
The IPF Group monitors and review performance to ensure the effectiveness of policies and procedures:

- Individual policies contain assurance mechanisms relevant to the policy requirements;
- The completion rate for the annual ethics training by all employees and customer representatives globally is monitored and reported publicly;
- The Procurement Function is responsible for setting goals and key performance indicators for supplier assessments and tracking and reporting on key performance indicators related to modern slavery risks; and
- The IPF Group's modern slavery statement and practices are reviewed at least annually to ensure ongoing relevance and effectiveness.

The IPF Group is dedicated to continuous improvement in its approach to combating modern slavery. It recognises that this is an ongoing effort and is committed to:

- Engaging with stakeholders, including employees, customer representatives, suppliers, and industry groups, to stay informed about best practices and emerging risks related to modern slavery;
- Leveraging new technologies and methodologies to enhance its ability to detect and prevent modern slavery within its operations and supply chains; and
- Maintaining transparency in its efforts to combat modern slavery and providing regular updates on its progress and challenges.

The IPF Group is fully committed to preventing modern slavery in all its forms within its business and supply chains. The IPF Group believes in acting responsibly and ethically, ensuring that its business practices contribute positively to society. This statement was approved by the Board of Directors of International Personal Finance plc on 21 July 2025 and will be reviewed annually (and updated as applicable) by the Board.

Signed by:

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Gerard Ryan
Chief Executive Officer
International Personal Finance plc
21 July 2025