



Modern Slavery and Human Trafficking Statement

2023



Introduction

This statement has been published in accordance with the Modern Slavery Act 2015, and conveys the steps taken by Cashflows Europe Limited (“Cashflows”) to prevent modern slavery and human trafficking in its supply chains and business operations. Cashflows reviews and updates its statement annually, and this version correlates to the period beginning 1 January 2022 to 31 December 2022.

Cashflows is a FCA-regulated business that provides payment processing services and solutions, enabling its customers to run their businesses effectively and efficiently. Cashflows currently provides processing and settlement in multiple currencies and enables businesses and ATM owners across Europe to accept major card schemes and payments methods including VISA, Mastercard, American Express.

Cashflows is committed to preventing slavery and human trafficking in our corporate activities and ensuring that our supply chains are free from the same.



Our Organisation

As part of the payments industry, Cashflows recognises that we have a responsibility to take a robust approach to slavery and human trafficking.

The company currently employs 134 employees, most of whom are based in the UK. We’re growing quickly and anticipate increasing our headcount throughout 2023. We have offices in Cambridge, London, and Venray in the Netherlands. To support our company’s objectives, we also engage with co-sourcing providers, temporary workers, and contractors via an agency or their limited company – we ensure that all contractors we work with are compliant with IR35.



Our Suppliers

Cashflows has adopted a risk-based approach in reviewing our supply chain, which complies with legal requirements. Due to the nature of the services we provide, our supply chains are relatively straightforward: the majority of services operate within the UK and Europe.

We use a system called Standard Fusion that collects and holds all supplier relationships and risk assesses them. These risks are then overseen and actioned by the Risk Management, Risk, and Audit Committees. While Cashflows will always conduct a more detailed risk assessment of any business sectors or geographies where a greater risk of modern slavery or human trafficking could occur, we believe that the risk of slavery and human trafficking issues in our supply chain is low.



Our Policies

Whistleblowing Policy: All Cashflows employees are encouraged to report any concerns related to the direct activities or the supply chains of our organisation, including circumstances that could give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedures are designed to make it easy for workers to make disclosures without fear of retaliation. We maintain employees’ confidentiality as far as possible and allow employees to raise concerns anonymously if they prefer.



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Employee Code of Conduct: We strive to maintain the highest standards of employee conduct and ethical behaviour, and Cashflows' Code makes clear to employees the actions and behaviour expected of them when representing our organisation. Our People Team and leadership team drive a workplace culture that is protective and dutiful of our employees' human rights.

Recruitment Policy: Cashflows aims to recruit and onboard new employees directly through our careers page, LinkedIn, and other recognised specialist platforms and channels. Our internal People Team manage the application and selection process with the hiring manager. In the event that we need a specialised skillset, which is more challenging to source directly, Cashflows will engage with specified, reputable employment agencies to source labour and we always verify the practices of any new agency before accepting workers from that agency.

Cashflows ensures that open and transparent relationships are built with all prospective candidates – whether sourced directly or via an agency. We believe this approach enables the company to spot signs of any modern slavery and to act. Cashflows conducts thorough background checks on all employees, including credit, criminal, employment history, and identification checks.

As part of its approach to internal and supply chain management, Cashflows has put in place the following systems and controls:

Policies: The Chief People Officer and Chief Risk Officer are responsible for implementing and reviewing all people and compliance policies. Policies are created in line with the industry best practice, under the advice of compliance and employment experts, and reviewed annually.

Training: Our People Team ensures that mandatory e-learning is completed by all staff. The objective of this training is for all staff to understand and respond to identified slavery and human trafficking risks. We continue to raise awareness of modern slavery issues through ongoing employee communication.

Due diligence: Cashflows undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers through our policies, procedures, operating controls, and the way we lead and govern the company.



Looking Ahead

As Cashflows evolves and grows, we plan to continually review our practices and procedures to ensure continued compliance with UK legislation. We are passionate about creating a culture of individual accountability when it comes to our compliance responsibilities and this is echoed in all policies, training, and procedures. We combat human trafficking and modern slavery at every stage, through our governance and decision-making process.

Cashflows understands that combatting modern slavery and human trafficking is a long-term effort, and we will continue to give appropriate thought, monitoring and governance by reviewing our people and compliance policies, procedures, training, and monitoring practices.



This Statement was approved by the Board of Directors of Cashflows Europe Limited

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