



HUMAN TRAFFICKING AND SLAVERY IN SUPPLY CHAIN DISCLOSURE STATEMENT

Introduction

Cimpress recognizes the critical role we play in ensuring that our suppliers share our commitment to the protection of human rights, including the elimination of human trafficking and modern slavery. We are focused on ensuring not only that we are sourcing our raw materials responsibly but also that we are protecting the human rights of the people who help us make our products.

Cimpress has a large product catalogue with products from a variety of industries and a supply chain that spans the globe. We have a global procurement organization, as well as local procurement teams in our various businesses.

Ethical Supply Chain & Product Safety Overview

Cimpress has an interconnected series of processes intended to ensure that our operations and supply chain are free from human trafficking and modern slavery. These processes (described in detail in the following sections) include:

- a) Our Code of Business Conduct & Annual Training;
- b) Our Supplier Code of Conduct;
- c) Raw Material Certification;
- d) Monitoring risks at various levels of our supply chain, from finished goods to raw materials; and
- e) Our Confidential Reporting Helpline.

At present, we have not identified or been made aware of any issues related to human trafficking or modern slavery in our supply chain; however, should we become aware of any such issues, we will take action which could range from working with the supplier to resolve the issue and conducting follow-up site audits to ensure that the deficiency has been corrected, to terminating the supplier relationship entirely.

Code of Business Conduct & Annual Training

Our commitment to human rights is outlined in our Code of Business Conduct, which is available in 6 languages. Each year, every Cimpress employee is required to participate in our annual compliance and security training, which includes an acknowledgement that they have read, understood and agree to comply with our Code of Business Conduct. Our Code of Business Conduct is the foundation of our compliance program and outlines:

- Our refusal to use any form of forced, involuntary or child labor in any of our facilities or permit its use in any part of our supply chain;
- Our commitment to a harassment-free work environment;
- The importance of treating others with fairness and respect;
- Our commitment to workplace safety;
- The importance of honesty, fair dealing and ethical conduct;
- Our efforts to combat corruption and bribery; and

- Our strict anti-retaliation policy which is intended to ensure that employees do not suffer negative consequences for reporting an ethics concern in good faith.

We report to our CEO and Audit Committee on a regular basis on the status of our compliance and training program. We think this level of attention by our CEO and Audit Committee helps set the right tone from leadership and underlines our commitment to doing business ethically and with integrity.

Supplier Code of Conduct

In addition to our Code of Business Conduct, we also have a Supplier Code of Conduct. We ask our first-tier suppliers to sign and comply with our Supplier Code of Conduct. In addition, we ask our first-tier suppliers to sign our Master Procurement Agreement, which requires those suppliers to abide by all laws and regulations (including the UK Modern Slavery Act), and gives us the right to conduct in-person audits to ensure they are in compliance with our contract and Supplier Code of Conduct. Our Supplier Code of Conduct outlines our expectations that our suppliers:

- Do not use forced, compulsory or child labor in any of their own or their business partners' facilities;
- Do not permit any form of harassment or discrimination in their workplaces;
- Do not tolerate inhumane treatment, threats of violence, corporal punishment or other forms of physical coercion in their workplaces;
- Share our commitment to honesty, fair dealing and ethical conduct;
- Do not tolerate unsafe conditions or conditions that endanger their employees;
- Are committed to anti-corruption and anti-bribery policies and practices;
- Pay their workers at least the minimum wage required by applicable laws and provide all legally mandated benefits; and
- Pay their workers in a timely manner and comply with applicable laws and regulations regarding working hours for their employees.

To ensure that our supply chain partners are living up to our standards of business integrity, our Internal Audit team performs periodic checks on (1) whether our suppliers have signed our Supplier Code of Conduct and (2) any other measures Cimpres has taken to ensure that our supply chain does not allow for unacceptable practices such as child labor, slavery and unsafe working conditions.

Raw Material Certification

In 2016, we began sourcing a significant portion of the paper used in Cimpres-owned facilities from suppliers certified by the world's leading forestry organizations: FSC and PEFC. The Forest Stewardship Council (FSC) and Programme for the Endorsement of Forest Certification (PEFC) are international non-profits dedicated to promoting responsible forestry management through third-party certification processes. Conformance with their standards provide assurance that forests are protected from deforestation and degradation, biodiversity is preserved, the rights of forest workers and communities are protected, and economic viability is maintained.

In FY24, 89% of the wood fiber products produced at Cimpres-owned facilities were made from either FSC or PEFC-certified materials, and we are actively working towards reaching 100% for such products. We also extended the reach of our FSC and PEFC commitments to ensure that these same values are protected in our 3rd party fulfillment supply chain.

In 2020, we set a target for 95% of Cimpress packaging to be sourced from FSC or PEFC-certified sources or meet minimum post-consumer waste requirements. In FY24, we made substantial progress towards our packaging goal, with 74% conversion to either FSC or PEFC materials, up from 0% in 2020.

We believe our ongoing transition to FSC and PEFC-certified wood-fiber products and packaging is a significant step towards assurance that human trafficking and modern slavery are not occurring in our supply chain.

Monitor Our Supply Chains

We developed strategic partnerships with our suppliers conduct periodic site audits of select suppliers, and trust that our suppliers will inform us when they are facing issues in the supply chain.

Confidential Reporting Helpline

Finally, Cimpress maintains a confidential reporting helpline (Speakup.Cimpress.com) that is available to our employees, customers, suppliers and members of the public to report any concern about ethical supply chain matters, among other topics. We publish our helpline website and phone number in our Code of Business Conduct, which is available on our company website. We thoroughly investigate every report submitted through that helpline and report the results of those investigations on a regular basis to our CEO and Audit Committee.

Summary

We are committed to the elimination of human trafficking and modern slavery in our supply chain. We have taken a number of significant actions designed to address the risk of human rights violations in our operations and our supply chain, but we still have work to do. We intend to continue these efforts in 2025, including through increased supplier due diligence that includes human rights assessments.

Approved by the Cimpress Board of Directors on November 20, 2024



Signed by: Robert S. Keane
CEO and Chairman, Board of Directors