



Modern Slavery and Human Trafficking Statement

dun & bradstreet

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Introduction

This is the Dun & Bradstreet Limited modern slavery and human trafficking statement for the financial year ending 31 December 2024 (the “Reporting Period”). In addition to stating our company’s position on modern slavery and human trafficking, the statement has also been produced to comply with the requirements of section 54 of the Modern Slavery Act 2015. It has been approved by the board of directors of Dun & Bradstreet Limited.

Hilary Wandall, Chief Ethics & Compliance Officer, states:

“In line with our core values and ethical principles, we remain strongly committed to human and employee rights and respect for the dignity of all individuals. As set forth in our Code of Conduct and Ethics for Third Parties, we expect partners throughout our global supply chain to share our commitment to the same high standards to guide their decision making and continually do the right thing. We continue to play our part in the furtherance of eradicating modern slavery and human trafficking, and are proud of the positive actions outlined in this statement taken throughout 2024 to contribute towards this goal, emphasising our core commitments to People, the Environment, and Conducting Business Fairly and Honestly. We will aim to continuously improve on our policies and processes throughout 2025 to continue to deliver on our commitments in all that we do every day.

Our Business

Dun & Bradstreet helps companies around the world improve their business performance. As the global leader in commercial data and analytics, we glean insight from data to enable our customers to connect with the prospects, suppliers, clients and partners that matter most.

The Dun & Bradstreet Data Cloud offers the world's most comprehensive business data and analytical insights to power today's most crucial business needs with more than 595M+ business records and global coverage curated from tens of thousands of sources from over 220 countries. We have a global client base of approximately 240,000, including some of the largest companies in the world and count approximately 93% of the Fortune 500 as clients.

We have around 6,200 employees in wholly owned subsidiaries throughout the world, with 405 staff based in the United Kingdom. We continue to be authorised and regulated by the Financial Conduct Authority in the UK for our credit referencing activities and we remain a designated credit reference agency.

We currently have around 8,800 active third-parties globally, and these can range from independent contractors to large multi-national companies.

A man in a dark suit and glasses is riding a black bicycle from left to right in the foreground. Behind him is a long, low concrete bench. The background is a large, modern building with a grid of glass windows reflecting the sky and surrounding environment. The scene is set in an urban environment with a paved ground.

6,200

employees in wholly owned
subsidiaries throughout the world

405

staff based in the United Kingdom

8,800

Active third-parties globally

A woman with dark hair and glasses, wearing an orange button-down shirt, is holding a tablet. She is looking towards the camera with a serious expression. The background is a blurred city street at night with warm lights. A large blue rectangular box is overlaid on the left side of the image, containing white text.

Our Policies on Slavery and Human Trafficking

At Dun & Bradstreet, we are strongly committed to human rights and employees' rights. We believe it is our responsibility to do our part to eradicate modern slavery and human trafficking, and we expect the same ethical conduct from all our employees and our business partners, including suppliers and contractors.

Our policies establish our baseline principles and the steps we take to help ensure modern slavery and human trafficking do not occur in our supply chain or business.

They provide a framework for compliance and effective risk management under our Code of Conduct and Ethics, Code of Conduct and Ethics for Third Parties and United Nations Declaration of Human Rights. Where an applicable law, rule, regulation, or contractual obligation requires a higher standard, we will follow the requirements of that law, rule, regulation or contract.

We expect third parties throughout our global supply chain to support human rights and encourage third parties to adopt standards consistent with the principles established under the United Nations Declaration of Human Rights. We clearly outline in our Code of Conduct and Ethics for Third Parties that we expect our third parties to compensate their employees in accordance with all applicable laws, not to employ underage children or forced labor or allow any form of physical punishment or abuse. Third parties must take steps to ensure that slavery and human trafficking are not taking place within their organisation or organisations with which they work.



Our company Global Modern Slavery and Human Trafficking Policy draws on various other company policies such as our Code of Conduct and Ethics Policy, our Code of Conduct and Ethics for Third Parties and our Know Your Third Party Policy.

Due Diligence Processes

In order to identify and mitigate modern slavery and human trafficking risks, we have adopted a risk-based approach and have put in place processes to:

- Identify and assess potential risk areas in our business and supply chains,
- Monitor potential risk areas in our business and supply chains,
- Mitigate the risk of modern slavery and human trafficking occurring in our business and supply chains,
- Protect whistleblowers.

1. Supply Chain

As part of Dun & Bradstreet's global third-party engagement process, every third-party within scope undergoes a level of due diligence, both at the time of on-boarding and contract renewal by our Third-party Compliance team. The level of due diligence applied to the third-party depends on the inherent risk rating it has been assigned, taking into account the contracted activity and local market risks. Across all levels of due diligence, the third party review team checks third-parties for any recorded involvement in people trafficking, human rights violations, trafficking or distribution of drugs, illegal prostitution or promotion of illegal prostitution, kidnapping, abduction, sex offences or abuse.

Higher risk third-parties are subject to further checks around their family tree – including shareholders, principals and beneficial owners as well as enhanced due diligence questionnaire requirements.

2. Training

We provide training to our employees on recognising and reporting modern slavery, human trafficking and forced labor. We train team members to do their part to respect the human rights of people in communities that are impacted by our activities and report any human rights abuse that they see or suspect either in our operations or in those of our business partners.

The section below details the training available for employees and third parties:

- Annual Protect the Franchise Training: Training on the Code of Conduct and Ethics, which contains information on recognising and reporting modern slavery and forced labor, is compulsory for all team members globally, available in eighteen languages and must be completed annually. We have achieved full completion by employees again for this Reporting Period.
- New Hire Training: All new hires are required to complete a course on recognising and reporting modern slavery, human trafficking and forced labor.

2. Training Continued

All new hires globally are required to complete the Human Trafficking and Modern Slavery course (recognising and reporting modern slavery, human trafficking and forced labor). In the Reporting Period, over 875 employees in Australia, Canada, mainland China, Europe, Hong Kong, India, Ireland, Singapore, Taiwan, United Kingdom and USA completed the course.

In mid-2024, Dun & Bradstreet's Global Sourcing, Procurement and Vendor Management team (located across EU, Asia Pacific and North America) completed the Chartered Institute of Procurement and Supply (CIPS)'s annual e-learning and test in Ethical Procurement and Supply, enabling Dun & Bradstreet to be successfully accredited by CIPS for Corporate Ethics for the fourth consecutive year.

Third-Parties

As a supplement to our Code of Conduct and Ethics for Third Parties (Code), we provide online training to our third parties on recognising and reporting modern slavery, human trafficking and forced labor. The section below details the training available for our third parties. This training is available in all global markets for our contingent workers, contractors, and personnel of certain suppliers and 1168 individuals have completed the training in the Reporting Period.



3. Recruitment and Employment

We have recruitment and hiring processes to safeguard against modern slavery, human trafficking or forced labor. We have comprehensive team member recruitment and onboarding processes and procedures in place, including conducting checks on eligibility to work in a jurisdiction for all employees which safeguard against human trafficking and forced labor. Most of our colleagues are full-time, and all colleagues have employment contracts and/or other agreements in place which are regularly reviewed in line with employment law and best practices. In addition, all our employment agencies are thoroughly vetted.



4. Speak Up and Non-Retaliation

Our Speak Up and Non-Retaliation policy actively encourages all team members to speak out if they have concerns about any activity, breach of law, breach of our Code of Conduct and Ethics, dangers to the public or any concealment of information. We have a strict non retaliation policy that allows for whistleblowing reports to be made without any risk to the team member's employment or suffering any form of retribution. All reports are expeditiously reviewed and responded to by our Global Compliance & Ethics team.

Whistleblowing reports can be made in a number of ways, such as speaking to a manager, Human Resources or the Compliance & Ethics team. However, we help ensure it is easy for all team members to speak up and report anonymously by providing a confidential helpline that is available 24 hours a day, seven days a week. Reports can be made in local language in each of our jurisdictions.

Helpline contact numbers are always available through our company intranet, documented within our Code of Conduct and Ethics and are included in the annual Code of Conduct and Ethics training that all employees are required to complete.

We have also formalised how members of the public can communicate any concerns over modern slavery and human trafficking occurring within our business or third-parties – details are provided below.

No whistleblowing reports have been made concerning modern slavery or human trafficking within the reporting period.

5. Identifying, Assessing, and Managing Risk

As a commercial data and analytics organisation, we consider the risk of modern slavery within our industry to be relatively low. All medium, medium high and high risk suppliers are obliged to commit to our Code of Conduct and Ethics for Third Parties (Code) before onboarding. Within this Reporting Period around 1194 higher risk third parties have committed to our Code before being onboarded. Some higher risk third-parties are also subject to additional scrutiny. Such scrutiny may include forensic data analytics, and compliance audits.

It is our company policy to work with third-parties to ensure their modern slavery policies are sufficient, but we reserve the right to ultimately terminate the commercial relationship if they cannot demonstrate sufficient commitment to anti-slavery policies.

Our Code of Conduct and Ethics for Third Parties contains a section on "Respect for Human Rights" which makes our expectations clear. With exceptions to low risk, third parties must commit to this Code before being onboarded and an online training module is available for this Code.



Our Effectiveness in Eliminating Slavery and Human Trafficking

We review the effectiveness of the measures we take to ensure there is no modern slavery or human trafficking taking place in any part of our business or supply chains. Effectiveness monitoring includes (but is not limited to):

- Monitoring completion rates by team members of our Code of Conduct and Ethics training,
- Reviewing accreditation of key personnel by the Chartered Institute of Procurement and Supply,
- Reviewing volumes of third-parties that have committed to our Code of Conduct and Ethics for Third Parties and undertaken our training,
- Monitoring our compliance with the UK Modern Slavery Act,
- Reviewing whistleblowing reports for reports of modern slavery and human trafficking,
- Reviewing local adherence to our recruitment and onboarding policies and procedures,
- Reviewing volumes of third-party onsite training and audits.

Contacting Dun & Bradstreet

Anyone can contact Dun & Bradstreet to inform us of modern slavery or human trafficking concerns they have connected to our business at any time by using the Global Compliance & Ethics Helpline: helpline.dnb.com, or emailing Compliance Officer Inbox: complianceofficer@dnb.com

Reports will be treated confidentially and investigated appropriately.



Edgar Randall,
General Manager (UK&I), Dun & Bradstreet Limited

Date: 24th February 2025



ABOUT DUN & BRADSTREET®

Dun & Bradstreet, a leading global provider of B2B data, insights and AI-driven platforms, helps organizations around the world grow and thrive.

Dun & Bradstreet's Data Cloud fuels solutions and delivers insights that empower customers to grow revenue, increase margins, manage risk, and help stay compliant – even in changing times.

Since 1841, companies of every size have relied on Dun & Bradstreet. Dun & Bradstreet Holdings, Inc. is publicly traded on the New York Stock Exchange (NYSE: DNB). For more about Dun & Bradstreet, visit [DNB.co.uk](https://www.dnb.co.uk)

In the UK Dun & Bradstreet Limited has Management Systems certified to ISO 14001, ISO 27001 & ISO 27701 and is authorised & regulated by the Financial Conduct Authority in relation to providing credit references on non-limited companies.