

Modern Slavery and Human Trafficking Statement

Introduction

This is the Dun & Bradstreet Limited modern slavery and human trafficking statement for the financial year ending 31 December 2021 (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 Compliance Officer, states:

“We remain strongly committed to human and employee rights and respect for the dignity of individuals. 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 2021 to contribute towards this goal. We will aim to continuously improve on our policy and processes throughout 2022 to continue to deliver on our commitments.”

Our Business

Dun & Bradstreet (D&B) 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. Dun & Bradstreet owns the world's largest commercial Data Cloud with more than 455 million business records and global coverage of 30,000+ data sources from over 220 countries. We have a global client base of approximately 135,000, including some of the largest companies in the world and count approximately 90% of the Fortune 500 as clients.



Significant events in the Reporting Period include acquiring a European company, Bisnode Business Information Group AB (“Bisnode”) and relocating our headquarters from Short Hills, New Jersey to Jacksonville, Florida. We have significantly increased our employee headcount due to the acquisition of Bisnode in January 2021 and now have around 6,900 employees in wholly owned subsidiaries throughout the world, with 390 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 6,850 active third-parties globally, and these can range from independent contractors to large multi-national companies.



6,900 employees in wholly owned subsidiaries throughout the world

390 staff based in the United Kingdom

6,850 active third-parties globally

Our Policies on Slavery and Human Trafficking

As a commercial data and analytics organisation, we consider the risk of modern slavery within our industry to be relatively low. However, we recognise no business is immune and remain committed to ensuring that modern slavery, human trafficking, bonded and forced labour are not present in any part of our business. We also expect the same standards from our suppliers and contractors ("third-parties").

As stated in the Dun & Bradstreet Code of Conduct, we support the principles established under the United Nations Declaration of Human Rights and are committed to conducting business in a way that respects the rights and the dignity of people. We prohibit the employment of underage children or forced labour, as well as any form of physical punishment or abuse. We have also produced a Partner Code of Conduct, which outlines that we also 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 make clear that we expect our third-parties to compensate their employees in accordance with all applicable law, not to employ underage children or forced labour or allow any form of physical punishment or abuse and take steps to ensure that slavery and human trafficking are not taking place within their organisation or organisations with which they work. Our company modern slavery policy draws on various other company policies such as our Code of Conduct and Ethics Policy, our Partner Code of Conduct and our Global Third-Party Engagement Policy and describes the steps we take to help ensure modern slavery and human trafficking does not occur in our supply chain or business. We ensure consistent messaging of these policies is distributed throughout our business and management at all levels and our supply chains.



Our company modern slavery policy draws on various other company policies such as our Code of Conduct and Ethics Policy, our Partner Code of Conduct and our Global Third-Party Compliance 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; and
- Protect whistle blowers.



DUE DILIGENCE PROCESSES

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 risk rating it has been assigned (low, medium or high), taking into account the contracted activity and local market risks. Across all levels of due diligence, the Third-party Compliance team check all 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. Medium and high risk third-parties will be subject to further checks around their family tree – including shareholders, principals and beneficial owners.

DUE DILIGENCE PROCESSES

2. Training

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. We do this by



providing a compulsory online training course for all team members globally. This course and other year-round engagement efforts are designed to reinforce that our forward-leaning culture is anchored in integrity and remind team members of the importance of doing the right thing at all times. This course is available in five languages and must be completed annually. We have achieved full completion by employees again for this Reporting Period.

In the Reporting Period we have strengthened our team member training by rolling out dedicated Human Trafficking and Modern Slavery training to over 700 specific employees whose role requires a greater level of understanding in Canada, mainland China, Denmark, Hong Kong, India, Switzerland, Taiwan, UK and USA.

We have decided to build on this specialised training and in 2022 a new Global Human Trafficking Course will be rolled out for all staff globally.

Throughout the Reporting Period, our global personnel responsible for EU, Asia Pacific and North America sourcing and procurement participated in the Chartered Institute of Purchasing and Supply (CIPS) Ethical Procurement and Supplier training. This enabled the U.S company to become CIPS accredited alongside the Irish, UK and Asia Pacific offices.



Third-parties

We continue to build on our training for our third-parties through our Partner Code of Conduct, which contains our position on “Respect for Human Rights” and makes our expectations clear. We released a new online Partner Code of Conduct training course in the first quarter of 2021. This training is available in all global markets for our contingent workers, contractors, and personnel of key suppliers. Over 3300 individuals have completed the new training in the Reporting Period.

Due to the Covid-19 pandemic, all third-party onsite training was provided virtually in 2021. Representatives from 34 third-parties in six different countries (mainland China, Hong Kong, India, Japan, Malaysia and Taiwan) completed our virtual training in local language.

DUE DILIGENCE PROCESSES

3. Recruitment and Employment

We have comprehensive team member recruitment and onboarding processes and procedures in place, including (where required by law) conducting checks on eligibility to work in a jurisdiction for all employees. Such checks safeguard against human trafficking or forced labour. Where required by law team members have employment contracts in place which are regularly reviewed in line with employment law and best practice.

In addition, all our employment agencies are thoroughly vetted, and we only use reputable companies, with whom we either have or aim to build long standing arrangements.

DUE DILIGENCE PROCESSES

4. Whistleblowing

Our whistleblowing policies actively encourage all team members to speak out if they have concerns about any activity, breach of law, breach of our Code of Conduct, dangers to the public or any concealment of information. We guarantee that whistleblowing reports can be made without any risk to the team member's



employment or suffering any form of retribution or retaliation. All reports are expeditiously reviewed and responded to by our Global Compliance team.

Whistleblowing reports can be made in a number of ways, such as speaking to a manager, Human Resources or the Compliance 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.

Hotline contact numbers are always available through our company intranet, documented within our Code of Conduct and are included in the annual Code of Conduct 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.

DUE DILIGENCE PROCESSES

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. Medium and high-risk suppliers are obliged to commit to our Partner Code of Conduct before onboarding. Within this Reporting Period around 1100 medium and high risk third parties have committed to our Partner Code before being onboarded. High risk third-parties are then subject to additional scrutiny. Such scrutiny includes forensic data analytics, and compliance audits. As a result of the ongoing Covid 19 pandemic, in the Reporting Period we conducted our third-party audits online through questionnaires and video interviews. Covid permitting, we plan to restart our on-site audits in 2022.

It is 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 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 training,
- Reviewing accreditation of key personnel by the Chartered Institute of Procurement and Supply,
- Reviewing volumes of third-parties that have committed to our Partner Code of Conduct 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 emailing complianceofficer@dnb.com. Reports will be treated confidentially and investigated appropriately.

Signed 
General Manager, Europe, Dun & Bradstreet Limited
Date: March 14, 2022





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 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 Ltd is certified to ISO 27001 and is authorised & regulated by the Financial Conduct Authority in relation to providing credit references on non-limited companies.

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