

# Monotype.

## Monotype Statement Against Modern Slavery.

*Version:*

*1.0*

*Last revised:*

*February 27, 2025*

*Applicable in the following locations:*

*Worldwide*

*Available in the following languages:*

*English*

### 1 Introduction.

Monotype Imaging Inc. and its affiliated companies (collectively, “**Monotype**”) creates typeface designs and licenses font software that digitally renders those typeface designs. We are creatives, engineers and advocates of type. We strive to ensure that our employees have an exceptional workplace where they can perform at their best while having fun in the process. For us, everyone has a right to safe and fair working conditions, and to be treated with respect.

### 2 Our business.

Monotype is a leading global provider of branded and design assets, technology and expertise for creative professionals and consumer device manufacturers. We provide high-quality creative assets and technology solutions across multiple devices and mediums. Our solutions, which include type, custom design services, and tools and technologies that enable the creative process are licensed through our direct sales channel, e-commerce platforms and partner platforms.

### 3 UK Modern Slavery Act 2015 Compliance

The UK Modern Slavery Act 2015 requires businesses to produce an annual statement that sets out the steps they are taking to address the risk of modern slavery in their operations and supply chains. This statement is made pursuant to s 54 of the Modern Slavery Act 2015 for the 2024 financial year and pertains to the business operations of Monotype Imaging Inc. and its affiliate, Monotype Limited within the United Kingdom. This statement sets out the steps that Monotype has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within its business or supply chain.

### 4 Our supply chains.

We work closely with suppliers, designers, agencies and / or sub-contractors who provide products and services to us. Broadly, our suppliers provide products and services to us in two ways: (i) to

support day-to-day office operations (for example, catering events, cleaning services, utilities and electronic or stationary supplies); and (ii) to further our own products and services (for example, typographic design, marketing activities, engineering, IT support and software distribution).

## **5 Our processes and policies.**

Our [Code of Business Conduct and Ethics](#) (the “Code”) defines our values and continued commitment to ethical business practices and compliance with all applicable laws where we operate. The Code sets forth key rules and provides detailed guidance to help employees and suppliers understand Monotype’s business values and responsibilities. We expect anyone providing products or services to Monotype to share our values and, at a minimum, comply with all applicable laws and regulations in the areas where they operate.

### **5.1 Due diligence for slavery and human trafficking.**

We have zero tolerance on slavery and human trafficking within our business. As part of our systems and controls to mitigate the risk of unfair and criminal practices in our operations, we:

- Expect proper vetting and due diligence from our employees in respect of new suppliers; and
- Encourage reporting procedures to facilitate the reporting of any criminal, disrespectful or unsafe working practices, whether actual, potential or suspected.

### **5.2 Training.**

All employees are required to comply with the Code and their understanding of the Code is reinforced through online training modules upon hire and annually during their employment. Attendance and completion of this training is regularly monitored, allowing us to review the understanding and compliance of team members regarding safe and fair work practices.

## **6 Our effectiveness in combating slavery and human trafficking.**

The following key performance indicators (KPIs) will be used to assess how effective we are in ensuring that slavery and human trafficking is not taking place in our business or supply chains:

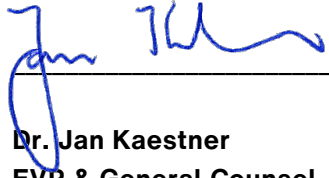
- Number of incidents or complaints of slavery and human trafficking reported.
- Number of staff trained on practices that promote a fair, safe and respectful workplace.
- Remedial actions required as a consequence of incidents or complaints recorded.

## **7 Conclusion.**

We will continue to review and update our policies and procedures as required to ensure that appropriate safeguards are maintained against modern slavery within our operations and our supply chains.

This statement is made on behalf of all companies within the Monotype group, including but not limited to Monotype Imaging Inc., Monotype Limited, and Monotype GmbH.

This statement was approved by the board of directors of Monotype Imaging Inc. and its affiliated companies (Collectively, "Monotype") on 27 February 2025.

A handwritten signature in blue ink, appearing to read "Jan Kaestner", is positioned above a horizontal line.

**Dr. Jan Kaestner**  
**EVP & General Counsel**  
**Monotype Imaging Inc.**