

## Group Human Rights Policy

De La Rue fully supports the principles set out in the UN Declaration of Human Rights, the guidelines of the International Labour Organisation (ILO) Conventions in particular the following Human Rights which the Company believes are relevant to an employer-employee relationship:

### Equal Opportunity and Freedom from Discrimination

De La Rue is an equal opportunity employer. Employees should have the opportunity to develop their career and skills. De La Rue will not tolerate discrimination on grounds of age, sex, disability, marital status, gender, religion, race or any other status protected by the laws of the locations in which the Company does business. All Company businesses are required to follow this principle in line with the Company's Equal Opportunities Policy.

### Employees Right to Fair Working Conditions

De La Rue aims to provide fair working conditions to all employees, regardless of their position in the Company.

The Company aims to:

- Treat all employees fairly and honestly;
- Provide every employee with written particulars of their employment;
- Pay wages that reflect the local markets and conditions and will always meet the national minimum wage requirements;
- Follow industry guidelines and, where applicable, national and local standards, relating to working hours; and
- Ensure that its security arrangements are consistent with Human Rights, international standards for law enforcement and the laws of the locations in which the Company does business.

### Freedom of Association and Collective Bargaining

National and other applicable laws and regulations concerning an individual's freedom of association shall be complied with at all times.

The Company respects the right of its employees freely to choose to join or not join a trade union or similar external representative organisation.

### Prohibition of Forced and Child Labour

De La Rue supports the elimination of child labour, being consistent with the United National Convention on the Rights of the Child and ILO Conventions 138 and 182. The Company will not employ illegal child labour, forced or bonded labour or condone illegal child labour.

De La Rue requires its businesses worldwide to observe not only applicable local employment laws but these principles by following its global policies. These are set forth in the Company's Business Code of Conduct and separate policies which state required practices in relation to Health and Safety, Equal Opportunities, Anti-Harassment, Stress, Whistleblowing and any other relevant local workplace policies as they are introduced. De La Rue also requests and requires as appropriate, that its suppliers support and comply with these principles.

28 November 2008