

## BG anti-Slavery and Human Trafficking statement

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### What is Modern Slavery?

Modern Slavery is the expression for slavery, servitude and forced or compulsory labour, and human trafficking. It is a serious crime that violates human rights. Victims are forced, threatened or deceived into situations of subjugation, degradation and control which undermine their personal identity and sense of self. The UK Modern Slavery Act 2015 is designed to encourage businesses to tackle modern slavery.

Modern Slavery is the illegal exploitation of people for personal or commercial gain. Victims are trapped in servitude, which they were deceived or coerced into, and feel they cannot leave. It includes human trafficking.

Common forms of exploitation include domestic servitude, sexual exploitation, forced marriage, forced criminality and forced labour.

Businesses have a key part to play in the effort to tackle this crime and protect vulnerable workers from exploitation.

Section 54 of the UK Modern Slavery Act (2015) requires commercial organisations that operate in the UK to produce a Slavery and Human Trafficking statement each year. The statement should set out the steps the organisation is taking to address and prevent the risk of modern slavery in operations and supply chains. This obligation is also known as the Transparency In Supply Chains (TISC) clause.

### Application

The Boussard & Gavaudan Group (BG, which includes all companies of the Group and particularly Boussard & Gavaudan Partners Limited, Boussard & Gavaudan Investment Management LLP,) anti-Slavery and Human Trafficking statement sets out the steps that BG has taken during the year ended 31 March 2024 in order to ensure that no occurrence of modern slavery took place in the Group or in its supply chains.

BG is a provider of financial services with relatively simple supply chains, largely comprising business and professional services organisations. As a result, BG believes that the risk of Modern Slavery at the firm is low. Nevertheless, BG recognises the importance of combating Modern Slavery and our responsibility to ensure it does not exist within the firm's supply chain or any part of the business. BG has a zero-tolerance approach to slavery and human trafficking and expects all firms with which it engages to share these values.

### Our Values and Policies

BG has several policies and procedures in place to help detect any potential Modern Slavery both within our business and in our supply chains, for example within, but not limited to, Environmental, Social & Governance Policies and the Compliance Manual. BG encourages all staff to report any concerns under the firm's whistleblowing policy and BG's staff receive regular training relating to all applicable policies.

As part of BG's ongoing commitment to combat Modern Slavery the firm reviews its policies and procedures periodically to identify any areas where they can be improved and where any further steps to mitigate the risk of Modern Slavery can be taken. This may include measures such as reviewing the Company's policies in order to keep relevant policies updated.

We are pleased to announce the following for the year 2023 :

- Throughout 2023, there were no reports received to HR or compliance service, regarding concerns related to modern slavery issues.
- We did not encounter any problematic suppliers in 2023 that necessitated the initiation of a contract termination process due to concerns related to modern slavery.

## **Our priorities for 2024**

- Enhance our strategy for detecting and addressing modern slavery risks by integrating them into our supplier risk assessment framework, applicable to both new and current suppliers.
- Expand the distribution of our modern slavery training resources among BG staff members.
- Utilise our position as a responsible investor to advocate for human rights protection and combat modern slavery.

This Statement has been approved by the Board of Directors.

BG will provide a copy of the statement to anyone who makes a written request. BG will publish its statement as soon as reasonably practicable after the end of each financial year in its intranet (Z/BGHuman Resources Data) and website ([boussard-gavaudan.com](http://boussard-gavaudan.com)).

BG - Anti-modern slavery statement