

EQUISTONE PARTNERS EUROPE LIMITED

MODERN SLAVERY ACT TRANSPARENCY STATEMENT

BACKGROUND

Equistone Partners Europe Limited is a leading independent mid-market private equity firm operating across the following geographies: Benelux, France, Germany, Switzerland and the UK. We invest as a strategic partner alongside management teams and since 2002, have invested €7.6bn in over 158 portfolio companies.

Equistone invests in companies that are strategically attractive market leaders with significant growth potential, whether organic or through acquisition. Our European team consists of over 46 investment professionals, supported by finance, administration and investor relations professionals.

INTRODUCTION

This statement is published on behalf of Equistone Partners Europe Limited and Equistone LLP (together "Equistone") in line with the requirements of the Modern Slavery Act 2015, and references to "we", "us", "our" or the "firm" are to both.

We firmly believe that aligning the interests of our investors and portfolio companies with those of society as a whole is key to preserving the trust of stakeholders.

In order to achieve this we are committed to making investment decisions and operating our business to ensure that we respect human rights, comply with current environmental and social legislation, and seek to follow industry standards and best practices.

We recognise that environmental, social, and governance ("ESG") considerations contribute to making a positive impact on the communities we serve including the interests of employees. As part of our commitment to sound ESG management and addressing modern slavery, servitude and human trafficking concerns, we identify risk areas and seek to address and manage risks in our firm and supply chains.

SUPPLY CHAIN

Given that Equistone's business relates to investments and professional services, and the fact that our supply chains are relatively simple, we do not consider that our key relationships with professional or business services suppliers give rise to material risks in connection with modern slavery, servitude or human trafficking. Our supply chains primarily comprise professional services, information technology (including the supply of office electronic equipment), office supplies, facilities management and maintenance, catering and hospitality services.

Although our portfolio companies do not form part of our supply chain, we carry out due diligence into all aspects of the relevant business to identify any material risk areas including but not limited to those involving ESG and human rights.

OBJECTIVES AND ACTIVITIES

We will engage with our suppliers in an effort to eliminate modern slavery, human trafficking and servitude in our firm and supply chains and promote the positive behaviours outlined by the Modern Slavery Act of 2015 and related guidance.

More generally, we have a variety of policies and procedures designed to promote our commitment to good corporate governance and ethical behaviour including our Responsible Investment Policy, our Whistle-blowing Policy, our Anti-bribery and Corruption Policy and our Policy for Preventing the Criminal Facilitation of Tax Evasion.

In particular, our Responsible Investment Policy ensures that in making investment decisions, we aim to avoid investing in companies that do not:

- › Respect human rights
- › Comply with current legislation (including environmental and social legislation)
- › Seek to comply with their industry standards and best practice

TRAINING

Targeted training sessions for certain employees will be undertaken where necessary. This will enable us to better understand our role in mitigating the risk of modern slavery.

We have also registered on the Home Office's 'Modern Slavery Database'.

MONITORING AND REPORTING

Equistone's Head of Investor Relations and Chief Operating Officer take responsibility for overseeing our Modern Slavery efforts and the goals promoted in this statement.

We will monitor progress of our efforts in this area, and issues (should they arise) will be reported to the Head of Investor Relations, the Chief Operating Officer or the General Counsel. We will work to resolve any issues through legitimate and proportionate procedures.

This document will be reviewed annually and published on our website.

We will also ensure that this document is available on the Business and Human Rights Resource Centre 'Modern Slavery Registry' and Transparency in Supply Chain's 'MSA Compliance Tracker'.

APPROVALS

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year. It has been approved by the Management Board on behalf of Equistone.

Signed on behalf of:



Director
Equistone Partners Europe Limited



Designated Member
Equistone LLP

June 2019