

Modern Slavery Act Transparency Statement

The statement has been published in accordance with the Modern Slavery Act ('MSA') 2015. The statement describes our business, and the steps taken by IK Investment Partners Limited to identify and prevent modern slavery and human trafficking in its business operations and supply chain.

About IK Partners

IK Partners ("IK" or "the Firm") is a pan-European private equity firm focused on investments in the Nordics, DACH region, France, Benelux and the UK. Since 1989, IK Funds raised more than €14 billion of capital and invested in over 165 European companies. We support companies with strong underlying potential, partnering with management teams and investors to create robust, well positioned businesses with excellent long-term prospects. IK Investment Partners Limited is regulated by the UK Financial Conduct Authority and is the Investment Adviser to IK Funds.

UK Modern Slavery Act

IK recognises the importance of ensuring that its business is conducted responsibly. The Firm has a zero-tolerance approach to modern slavery and is committed to acting ethically, transparently and with integrity in business dealings and relationships (as set out in the [IK Code of Ethics](#) and other Firm policies). The IK Staff Handbook sets out IK's commitment to preventing modern slavery and human trafficking, as well as policies for employees which include equal opportunities, anti-discrimination and whistleblowing. IK's employees are asked to raise concerns regarding modern slavery in any part of the Firm's business or supply chains as early as possible.

In the financial year to December 2021, the Firm has reviewed new increased risk suppliers and no concerns have been identified with regards to modern slavery. IK is committed to addressing and mitigating the risk of modern slavery and human trafficking in its operations and supply chain and has therefore carried out a supplier risk assessment taking into account the location and the Global Slavery Index and the nature of the product or service provided. Based on this analysis, IK believes the overall risk of modern slavery in IK's supply chains are limited and typical to companies in the financial sector. IK's key suppliers are office-based businesses, including professional advisers. Other suppliers include office suppliers, food suppliers, cleaning, travel, recycling and courier services.

IK Partners Funds' Portfolio Companies

IK seeks to create long-term value for its investors, portfolio companies and the communities in which IK operates. Considerations of ESG issues in operations and across the supply chain is part of IK's pre-investment and active ownership processes for all investments, in line with IK's responsible investment approach. IK funds' portfolio companies are based in the Benelux, DACH, France, the Nordics and the UK. As per the Firm's [Responsible Investment Policy \(RI\)](#), IK will not invest in companies demonstrating a systematic denial of basic human rights nor those participating in child or forced labour. While IK intends to support its portfolio companies as they strengthen their policies on the prohibition of forced and child labour, these companies do not fall under IK's supply chain. It is thus the responsibility of each such portfolio company that falls within the MSA reporting requirements threshold to comply with its obligations under the MSA. IK also highlights the MSA and potential obligations under the MSA to its portfolio companies as part of the Firm's annual portfolio ESG update questionnaire.

In 2018, IK adopted Ethical Guidelines for IK portfolio companies that outline the Firm's fundamental principles and set out standards of the ethical conduct expected across all portfolio companies within the areas of human rights, labour rights, environment and corruption.

Next Steps

While IK's supply chain is not understood to be at risk of slavery and/or human trafficking, during the financial year ending 31 December 2022, the Firm intends to:

- Continue raising internal awareness on the MSA;
- Continue engaging with IK funds' portfolio companies and new investments on steps taken to address modern slavery and human trafficking issues when deemed relevant; and
- Continue monitoring IK's suppliers considered to be at higher risk in relation to slavery and human trafficking through supplier reviews.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes IK's slavery and human trafficking statement for the financial year that ended on 31 December 2021.



James Yates
IK Investment Partners Ltd

Approved by the Board of Directors of the IK Partners Ltd on 26th May 2022.

IK Investment Partners Limited

The Adelphi, 1-11 John Adam Street, London WC2N 6HT
+44 207 304 4300 www.ikpartners.com

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