

## 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 170 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 Investment Partners Ltd has conducted a review of all new and existing suppliers used throughout the financial year 2022 and has not identified any concerns related to the risk of modern slavery or human rights infringements. A comprehensive risk assessment was conducted based on the location and industry characteristics of each supplier. By thoroughly analysing these characteristics, each supplier was categorised into distinct risk levels, namely, low, moderate, or high-risk. IK's key suppliers are office-based businesses providing professional advice, other suppliers provide services and products related to food, cleaning, travel, stationery, recycling, and couriering. Suppliers categorised as moderate risk were contacted to confirm that the necessary measures were taken in the financial year to prevent the risk of modern slavery within their organisation and supply chain. Based on this analysis, IK believes the overall risk of modern slavery within IK's supply chains is limited.

At IK, we are committed to acting ethically, transparently and with integrity in all business dealings and relationships. IK recognises the importance of responsible business conduct and has a zero-tolerance approach to modern slavery. The IK Code of Ethics guides our core principles and policies applying to every employee. The IK Staff Handbook outlines our commitment to preventing modern slavery and human trafficking and includes policies on equal opportunities, anti-discrimination, and whistleblowing. IK's employees are required to raise any concerns regarding modern slavery in the Firm's operations or supply chains as early as possible.

IK's Funds aim to create long-term value for investors, portfolio companies and the communities in which they operate. During the pre-investment phase, IK screens all potential investments for ESG risks in their operations and supply chain. Post-investment, IK Funds' portfolio companies will continue to be monitored for exposure

#### IK Investment Partners Limited

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Company Number: 02763049 Registered in England and Wales

# IK Partners

People-First Private Equity

to ESG risks including modern slavery or human rights breaches as outlined in our [Responsible Investment Policy](#).

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. In 2018, IK adopted Ethical Guidelines for 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. Whilst IK supports its portfolio companies to strengthen their policies on the prohibition of forced or child labour, these companies do not fall under IK's supply chain, and it is the responsibility of in-scope companies to comply with the UK MSA obligations. IK highlights the MSA and obligations to portfolio companies in our annual portfolio ESG survey which had a 100% response rate from our majority investments in 2022.

## 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 2023, the Firm intends to:

- Continue raising internal awareness of 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 2022.



James Yates

IK Investment Partners Ltd

Date: 18 April 2023

Approved by the Board of Directors of IK Partners Ltd on 20/06/2023

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