

## 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") is a European private equity firm focused on investments in the Benelux, DACH, France, Nordics and the UK. Since 1989, IK has raised more than €14 billion of capital and invested in over 180 European companies. IK supports companies with strong underlying potential, partnering with management teams and investors to create robust, well-positioned businesses with excellent long-term prospects. For more information, visit [ikpartners.com](http://ikpartners.com)

### UK Modern Slavery Act

IK Investment Partners Ltd has conducted a comprehensive review of all new and existing suppliers utilised throughout the financial year 2023 and has not identified any concerns related to the risk of modern slavery or human rights violations. A risk assessment was conducted based on the location and industry characteristics of each supplier. Through thorough analysis of these factors, each supplier was categorised into risk levels: low, moderate, or high-risk. IK's primary suppliers consist of office-based businesses offering professional services, while others provide services and products related to food, cleaning, travel, stationery, recycling, and courier services. Suppliers categorised as moderate risk were contacted to enquire if appropriate measures were implemented during the financial year to mitigate the risk of modern slavery within their organization and supply chain. Based on this assessment, IK believes that the overall risk of modern slavery within its supply chains is low.

At IK, we are dedicated to conducting business ethically, transparently, and with integrity in all interactions and relationships. We recognise the significance of responsible business conduct and maintain a zero-tolerance stance towards modern slavery. The IK Code of Ethics serves as a guiding framework for our fundamental principles and policies applicable to all employees. Our Staff Handbook outlines our commitment to preventing modern slavery and human trafficking, encompassing policies on equal opportunities, anti-discrimination, and whistleblowing. IK employees are obligated to report any concerns regarding modern slavery in the Firm's operations or supply chains at the earliest opportunity.

IK's Funds strive to generate long-term value for investors, portfolio companies, and the communities in which they operate. During the pre-investment phase, IK assesses all potential investments for Environmental, Social, and Governance ("ESG") risks within their operations and supply chain. Post-investment, IK Funds' portfolio

### IK Investment Partners Limited

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Company Number: 02763049 Registered in England and Wales

# IK Partners

People-First Private Equity

companies are continuously monitored for exposure to ESG risks, including modern slavery or human rights violations, as outlined in our Responsible Investment Policy.

In accordance with the Firm's Responsible Investment Policy ("RI"), IK refrains from investing in companies that demonstrate a systematic denial of basic human rights or engage in child or forced labour. In 2018, IK implemented Ethical Guidelines for portfolio companies, delineating the Firm's fundamental principles and setting standards for ethical conduct across all portfolio companies in areas such as human rights, labour rights, environment, and corruption. While IK supports its portfolio companies in enhancing their policies on the prohibition of forced or child labour, these companies do not fall under IK's supply chain, and compliance with UK MSA obligations rests with the in-scope companies. IK underscores the MSA and obligations to portfolio companies in our annual portfolio ESG survey.

## Next Steps

Although IK's supply chain is not perceived to be at risk of slavery and/or human trafficking, for the financial year ending 31 December 2023, the Firm intends to:

- Maintain internal awareness of the MSA;
- Sustain engagement with IK funds' portfolio companies and new investments regarding measures taken to address modern slavery and human trafficking issues when deemed pertinent; and
- Continue monitoring IK's suppliers identified as higher risk in relation to slavery and human trafficking through supplier evaluations.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes IK's slavery and human trafficking statement for the financial year ended 31 December 2023.



James Yates

IK Investment Partners Ltd

Date: 29 April 2024

Approved by the Board of Directors of IK Partners Ltd on 26/06/2024

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