

## EQUISTONE PARTNERS EUROPE LIMITED

# MODERN SLAVERY ACT TRANSPARENCY STATEMENT

Financial Reporting Year : 1 January 2023 – 31 December 2023

## BACKGROUND

Equistone Partners Europe Limited is one of the most active independent mid-market private equity firms operating across the following geographies: Benelux, France, Germany, Switzerland and the UK. We invest as a strategic partner alongside management teams and have invested €10.3bn in over 184 portfolio companies since 2002.

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 40 investment professionals, supported by finance, legal, 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. We are a signatory to the United Nations-supported Principles for Responsible Investment ("**UNPRI**") and are committed to the six principles through seeking to include environmental, social and governance ("**ESG**") issues into our policies and practices. We are also participants of the UN Global Compact and have committed to incorporating the Ten Principles into our strategies, policies and procedures while encouraging our portfolio companies to do the same.

Our external commitments support our obligation 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 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.

The ESG Committee was established in 2021 to provide a wider forum to discuss and review sustainability matters across the Firm, our portfolio companies and the portfolio. The ESG Committee reports to the Management Board, who provides senior oversight of ESG matters and includes cross-functional representatives from across the firm.

## 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 Investing and Stewardship Policy, our Whistleblowing Policy, our Anti-bribery and Corruption Policy and our Policy for Preventing the Criminal Facilitation of Tax Evasion.

With respect to our portfolio companies, our [Responsible Investing and Stewardship 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

In the event a material risk is identified with respect to human rights and Modern Slavery through our ESG due diligence process, we will consider remediation as well as retain the option to not continue pursuing the business if the risk is critical and unable to be mitigated.

## TRAINING

Modern Slavery is a topic that is included in our firm-wide periodic ESG 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.

## MONITORING AND REPORTING

Equistone's Management Board takes responsibility for overseeing our Modern Slavery efforts and the goals promoted in this statement. Our ESG Managers are responsible for the day-to-day operation of the policy.

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

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

We have also registered on the Home Office's 'Modern Slavery Database' and the Government's Modern Slavery Statement Registry. We will also ensure that this document is available on the 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 of Equistone LLP, the Board of Directors of Equistone Partners Europe Limited and Equistone's ESG Committee.

Signed on behalf of:



**Director**  
Equistone Partners Europe Limited



**Designated Member**  
Equistone LLP