

MODERN SLAVERY ACT TRANSPARENCY STATEMENT

The statement has been published in accordance with the Modern Slavery Act ('MSA') 2015. The statement sets out the steps taken by IK Investment Partners Ltd (IK) to prevent modern slavery and human trafficking in its business and supply chain.

OVERVIEW

IK Investment Partners is a Pan-European private equity firm focused on investments in the Nordics, DACH region, France, and Benelux. Since 1989, IK Funds has raised more than €9 billion of capital and invested in over 100 European companies. In this Modern Slavery Act Transparency Statement, we describe our business, the actions taken and the next steps to prevent modern forms of slavery and human trafficking from taking place within our business operations and supply chain.

UK MODERN SLAVERY ACT

We recognise the importance of ensuring that our business is conducted responsibly. IK 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 company's Code of Ethics](#)).

In the financial year to December 2017, IK provided an internal group briefing and raised awareness of the MSA requirements and its implications through our ESG Steering Committee. In addition, the IK staff handbook has been updated with our commitments to preventing modern slavery and human trafficking. IK's staff handbook sets out policies for employees, covering for example equal opportunities, anti-discrimination and harassment and the whistleblowing process.

SUPPLY CHAIN

IK's direct supply chain is typical to companies in the financial sector. IK supply chains are limited and mainly consist of services related to an office-based business, including professional advisers, office suppliers, food suppliers, cleaning, travel, recycling and courier services.

In the financial year to December 2017, the Firm has reviewed the existing supply chain and identified 'high-risk' suppliers. IK contacted existing suppliers to identify steps taken to address modern slavery and human trafficking issues. No concerns have been identified with regards to a modern slavery, including any instance of hidden labour exploitation taking place in our own business or in any of our supply chains. Our relationships with suppliers are often long-term and managed at the operational level.

IK is committed to addressing and mitigating the risk of modern slavery and human trafficking in its operations and supply chain.

FUNDS' PORTFOLIO COMPANIES

IK seeks to create long-term value for our investors, portfolio companies, and the communities in which we operate. IK fund portfolio companies are based in the Nordics, DACH region, France, and Benelux, and are not required to report under the MSA. It is the responsibility of each portfolio company to comply with local legislations tackling Modern Slavery, when applicable.

IK has adopted [Responsible Investment Policy \(RI\)](#), which addresses IK's commitment in respect of the internationally proclaimed human rights principles. Considerations of ESG issues in operations and supply chain is part of our pre-investment and active ownership processes for all investments, in line with IK's responsible investment approach. As per the RI policy, IK will not invest in companies, which demonstrate a systematic denial of basic human rights.

NEXT STEPS

While IK's supply chain is not understood to be at risk of slavery and human trafficking taking place, the Company will take further steps to assess and manage any such risks. In the financial year which ends on 31st December 2018, IK intends to incorporate the following steps to strengthen its commitment to the MSA.

- Continue to raise awareness internally on the MSA. IK will take steps to educate and raise awareness on the background to the UK MSA for all staff. IK will consider appropriate training sessions on mitigating modern slavery to employees when necessary
- Continue to engage with IK funds' portfolio companies and new investments on steps taken to address modern slavery and human trafficking issues

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 ended 31 December 2017.



James Yates
IK Investment Partners Ltd
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