

MODERN SLAVERY ACT TRANSPARENCY STATEMENT

The statement has been published in accordance with the Modern Slavery Act 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](#)).

IK seeks to create long-term value for our investors, portfolio companies, and the communities in which we operate. We are not aware of modern slavery, including any instance of hidden labour exploitation taking place in our own business or in any of our supply chains. IK is committed to addressing and mitigating the risk of modern slavery and human trafficking in its operations and supply chain.

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 2016, taking into account the size and nature of our business, we did not undertake any supply chain risk assessment or due diligence. Our relationships with suppliers are however often long-term and managed at the operational level.

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 2017, IK intends to incorporate the following steps to strengthen its commitment to the MSA.

- **Supplier review**

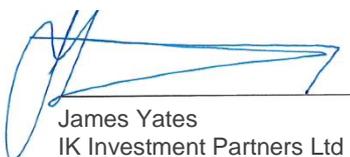
IK will review the existing supply chain base to identify 'high-risk' suppliers. IK will contact those suppliers to identify steps taken with regards to modern slavery and human trafficking. Should we identify a concern that a supplier represents a modern slavery or human trafficking risk, we will either discontinue our engagement with the supplier or request they address the identified issues.

- **Raising internal awareness**

IK will also take steps to educate and raise awareness of the MSA requirements and its implications for our staff through our ESG Steering Committee. Briefings will be provided to senior management, managers and other relevant personal on the background to the UK MSA.

IK's employee handbook sets out policies for employees, covering for example equal opportunities, anti-discrimination and harassment and the whistleblowing process. Our employee handbook will also be updated with our commitments to preventing modern slavery and human trafficking.

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 2016.



James Yates
IK Investment Partners Ltd
30 October 2017