

Ardian UK Limited Modern Slavery Act Statement

Ardian Investment UK Limited is an independent private investment company and a subsidiary of Ardian. This statement is made in respect of Ardian Investment UK Limited only (“Ardian UK”). Ardian Investment UK provides services as an investment manager to institutional investors, and as an advisor to companies within the Ardian Group.

Our mission

Ardian’s mission, into which Ardian UK ties in, is to invest responsibly in order to create lasting value, outstanding returns and shared outcomes for our investors and partners, for portfolio companies and their employees, and for our own people. We regard responsible investment practices and ethical behaviours as essential objectives to help achieve the outstanding returns that we seek, and we believe strongly in the principle that shared responsibility and shared efforts should lead to shared rewards. Whilst many of our policies and procedures look to our portfolio companies and our investments, which we feel are vital to our business, we also carry this ethical and responsible approach through to our view of modern slavery. It therefore goes without saying that we have a clear zero tolerance approach to slavery and trafficking.

Zero tolerance approach to slavery and human trafficking

Ardian UK takes a zero tolerance approach to slavery and human trafficking in our supply chains. Our suppliers are in most cases business services and professional firms, which in our view are low risk. We also engage a limited number of suppliers who would be considered to be higher risk given the services they provide to us, e.g. those in the catering sector and those in facilities management.

To ensure all those in our supply chains comply with our values:

- we make our zero tolerance approach clear in communications when we engage suppliers; and
- we conduct checks on them on an individual and tailored basis to ensure that their operations are aligned with our policy.

We keep this approach under constant review having regard to factors such as the nature of the supplier and any increased risk factors necessitating additional steps.

We will continue to reflect upon ways in which we can improve our efforts over the next financial year.

Responsible Investment

At Ardian, Responsible Investment is core to our business. Our approach to investment is founded on our conviction that finance has a responsibility to produce positive outcomes on the society and the environment. In practice, Ardian strives to keep up with the highest Environmental, Social and Governance (“ESG”) standards in its corporate and investment practices. We strongly believe that by reducing risks and improving management practices of portfolio companies and funds we improve their long-term performance as well as contribute to making Ardian a more responsible shareholder and employer.

In this regard we are proud of the many initiatives Ardian has in place. At investment level, Ardian has published its Responsible Investment Policy, which details ESG criteria integration in all Ardian investment activities at each stage of the investment process.

Ardian Responsible Investment Policy is publicly available on our website.

As part of the wider Ardian Group, Ardian UK, is actively involved in the collaborative work with organisations of which it is a member such as Invest Europe, ILPA (Institutional Limited Partners Association) and France Invest, and develops ethical principles and rules at the Ardian Group level. Ardian is a signatory to the United Nations Principles for Responsible Investment since 2009 and takes part in initiatives led by them. In keeping with this, the UNPRI gave Ardian the best-in-class score of A+ for its ESG strategy and governance. In addition, Ardian is a member of the UNPRI Private Equity Advisory Committee (PEAC) since 2017.

Training

We train our staff, and share and actively promote ESG best practices. Responsible Investment awareness and training sessions have been provided to Ardian employees on a regular basis. Ardian's Sustainability Intranet also promotes engagement and discussion on Ardian's Sustainability strategy.

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 financial year ending 31 December 2018.

Further steps we propose to take to consolidate and further strengthen our commitment to this important area

- Responses from 3rd party service providers will be collated and summarised, as evidence of our strong commitment to only work with ethical suppliers
- Unacceptable responses to our enquiries will be thoroughly investigated. We will reinforce to any our suppliers the importance of such legislation, and where necessary, will work with them to ensure they fully understand (and can finally attest) to their compliance in this regard. Should we ultimately not be able to secure this assurance however, these relationships will be terminated by Ardian
- Part of the on-boarding of new service providers will include specific reference to the requirements of this Act; and we will require approval of the UK CFO before engaging any new 3rd party suppliers

This process will also be applied to all existing contracts at the time of their renewal

- Ardian UK will work more closely with the wider ESG team, to ensure best practice is shared and adopted in all aspects across the Group as a whole

This statement has been approved by the Board of Ardian Investment UK Limited.



Olivier Decanniere (Director)

Ardian Investment UK Limited

12 September 2019