

Australian Modern Slavery Act Statement

4th December 2020

Purpose

This statement is made pursuant to the Australian Modern Slavery Act (Commonwealth) (“Act”) and is published on behalf of Baringa Partners LLP registered in Australia as a Foreign Entity (“Baringa”) and certain of its subsidiaries, each being required to report under the Act. References in this statement to “we”, “us” and “our” are both to Baringa and its subsidiaries.

This is our statement for the financial year ending 31st March 2020, our first under the new Act, and details the steps we have taken to address modern slavery and human trafficking risks and to ensure that slavery and human trafficking do not occur in our supply chains or any part of our business.

Organisation Structure and Supply Chains

We are a provider of management consultancy services to clients in a wide variety of industries and market sectors, including energy, finance, telecommunications, pharmaceutical, consumer products, retail and government. Our head office is in London, United Kingdom and we have local offices in Germany, the United States, Abu Dhabi, Australia, Ireland, Singapore, Malaysia, Belgium, Switzerland and Norway. We have over 700 employees and operate worldwide. We have a global annual turnover of £170 million.

Our supply chains include the procurement of (i) general business services, for example, corporate services and specialist advisors; and (ii) sub-contractors and associates who provide niche and technical support for our client engagements.

Risks of Modern Slavery Practices

While we consider the overall risk of modern slavery practices occurring within our business to be relatively low due to our limited supply chain, we have identified the following potential risks that could arise in relation to our operations:

- Employment of staff without following recruitment processes including appropriate background checks for suitability and ability to work lawfully in the relevant jurisdiction and to ensure appropriate payment
- Engaging with labour and services providers without conducting appropriate checks who may be engaging in modern slavery practices
- Engaging with suppliers without conducting appropriate checks who are engaging in modern slavery practices
- Engaging with suppliers whose own supply chains may be at increased risk from modern slavery practices.

Assessing and Addressing Risks

Our anti-slavery commitments (contained in our ‘Code of Business Ethics’) reflect Baringa’s conduct requirements to act ethically and with integrity in all our business relationships. These

commitment also require Baringa to implement effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

As part of our initiative to assess and address the risk of slavery and human trafficking taking place in our business, we have in place systems and policies to:

- Identify and assess potential risk areas and unethical behaviour
- Ensure that we only work with suppliers who abide by our 'Code of Business Ethics' or adhere to similar principals and ethical guidelines
- Mitigate the risk of slavery and human trafficking occurring
- Protect whistle blowers
- Investigate all claims of unethical behaviour

We have zero tolerance of slavery and human trafficking. To ensure all those in our supply chain comply with our values we have contractual obligations on our suppliers to ensure they are and remain compliant with the Modern Slavery Act 2018.

Our suppliers are expected to be able to demonstrate and provide evidence of their working practices where required.

We have a dedicated Risk Executive group, consisting of representatives from our Legal and Finance team as well as members of our Partnership, which is directly responsible for the assessment of risk and Corporate Social Responsibility in our business and for the assessment of the effectiveness of the controls outlined above. We will continue to review supplier contracts and where possible, strengthen their terms to further limit the likelihood of slavery or human trafficking occurring in our business.

Approved by the Partners of Baringa Partners LLP on 15 December 2020 and signed by Mr Adrian Bettridge, Managing Partner:

