

Epiris LLP

Modern Slavery and Human Trafficking Statement for the financial year ended 31 March 2024

This statement is published pursuant to section 54 of the Modern Slavery Act 2015 by Epiris LLP (“Epiris”) for the financial year ended 31 March 2024.

Epiris’ values include being guided by a strong moral compass and we are committed to acting ethically and with integrity in all of our dealings and relationships to ensure that slavery or human trafficking are not taking place in any part of our business or supply chain.

About Epiris

Epiris is an independent mid-market private equity firm, typically investing £50 million to £250 million in control positions in UK and International businesses across all sectors. Epiris invests in opportunities to transform businesses in partnership with exceptional management teams and seeks to resolve the complexities that hold businesses back and unlock their potential with fresh capital and thinking.

We believe that businesses can be successful over the long term only if they integrate the management of environmental, social and governance factors into their business strategy.

Epiris has capital under management of over £2.75 billion on behalf of some of the world’s leading private equity investors.

Epiris provides investment advice to the managers of the Epiris funds and has its principal place of business in the United Kingdom. It is authorised and regulated by the UK Financial Conduct Authority.

Epiris’ Policies and Investment Processes

Epiris sets the highest behavioural, ethical and compliance standards and has a number of policies in place to mitigate the risks of slavery or human trafficking both within its own supply chain and when evaluating investee companies; such policies include its Compliance Manual, Whistleblowing Policy, and its Environmental, Social and Governance (“ESG”) Policy. Each of these policies are reviewed and updated periodically and are available to all Epiris employees.

In terms of its investment processes for the Epiris funds and as detailed in its ESG Policy, Epiris has developed strategies to integrate its ESG Policy into both the pre- and post-acquisition stages of an investment. This involves the use of external professional advisors to assist with ESG due diligence and identifying material risks, which includes but is not limited to, where relevant, risks around ESG and human rights and undertaking direct engagement with each portfolio company to review its current risk management processes and agree initiatives to ensure ESG-related risks are appropriately monitored and managed.

Epiris has also been a signatory to the UN Principles for Responsible Investment (“PRI”) since 2021, reflecting our commitment to ensuring that ESG is an integral part of the way we not only advise our clients to invest but also in running our own business.

Supply Chain

As Epiris' business relates to investments and professional services, and the fact that our supply chains are relatively simple along with our use of reputable suppliers, we do not consider that our key relationships with professional or business services suppliers give rise to material risks in connection with modern slavery or human trafficking. Our supply chains primarily comprise professional services, information technology, office supplies, facilities management and maintenance, catering and hospitality services.

Although the Epiris funds' portfolio companies do not form part of the Epiris supply chain, as set out above, as advisor to the Epiris funds, Epiris does take a number of steps designed to ensure that the Epiris funds are invested in line with Epiris' ESG Policy and that an ESG Plan is implemented and is monitored for all portfolio companies through the life of each investment. Regular progress updates are reported to each portfolio company board and to Epiris and an annual review is carried out of each portfolio company's performance every year and their ESG Plans are updated accordingly.

Additionally, and as discussed above Epiris does provides investment advice to the managers of the Epiris funds and whilst the supply chains of these managers also do not form part of the Epiris supply chain, Epiris does recommend a number of the suppliers to these managers primarily in the areas of professional service suppliers and again we do not view these suppliers as giving rise to material risks in connection with slavery or human trafficking.

Training

Epiris is committed to ensuring awareness of slavery and human trafficking amongst its staff. Epiris carries out firm wide periodic compliance training and in 2024 ESG training particularly focused on human rights was undertaken by all staff.

Approval

This statement has been approved by the Executive Committee of Epiris and constitutes Epiris' slavery and human trafficking statement for the financial year ended 31 March 2024.

Alex Cooper-Evans, Chief Operating Partner and Designated Member of Epiris LLP

17 September 2024