

Epiris LLP

Modern Slavery and Human Trafficking Statement for the financial year ended 31 March 2026

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 2026.

Our values include being guided by a strong moral compass within both our own business and the companies in which we invest. We continue to be committed to acting ethically and with integrity in all our dealings and relationships to ensure that neither slavery nor human trafficking is taking place in any part of our business or supply chain.

About Epiris

We are 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, with an enterprise value of between £75 million and £750 million. We invest in opportunities to transform businesses in partnership with exceptional management teams and seek 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.

We provide investment advice to the managers of the Epiris funds which have assets under management of over £2.75 billion on behalf of some of the world's leading private equity investors. Our principal place of business is in the United Kingdom, and we are authorised and regulated by the UK's Financial Conduct Authority.

Our annual turnover is under £36 million. Although we are not required to make a modern slavery and human trafficking statement pursuant to section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we take to identify risks and tackle slavery and human trafficking in our business and in our supply chains.

Our Policies and Investment Processes

We set the highest behavioural, ethical and compliance standards and have policies in place to mitigate the risks of slavery or human trafficking within both our own supply chain and that of current or potential portfolio companies. These policies include our Compliance Manual, our Whistleblowing Policy, and our Environmental, Social and Governance ("ESG") Policy. Each of these policies is reviewed and updated periodically and is available to all Epiris employees; our ESG Policy is publicly available on our website.

Since the second half of 2025, we have partnered with Groundswell Sustainability as our fractional CSO, with the firm assisting with deepening the integration of ESG into our business and our investment lifecycle.

In terms of our investment processes for the Epiris funds, and as detailed in our ESG Policy, we have embedded ESG at all stages of the investment lifecycle. In the pre-investment stage, we screen potential portfolio companies to identify key ESG considerations, including those in relation to slavery and human trafficking, and perform discrete ESG due diligence, including

with the support of external professional advisors. In the ownership stage, we engage with each portfolio company not only to ensure ESG-related risks are appropriately monitored and managed, but also to improve ESG performance, setting a clear plan and periodically reviewing performance against that plan.

We became a signatory to the UN Principles for Responsible Investment (“PRI”) in 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 how we run our own business.

Supply Chain

Our business relates to investments and professional services, and our supply chain primarily comprises professional services, information technology, office supplies, facilities management and maintenance, catering and hospitality services in respect of which we use reputable suppliers. Amongst these, our key supplier relationships are with professional or business services providers and we do not consider that these give rise to material risks in connection with slavery or human trafficking.

The supply chain of the managers of the Epiris funds to whom we provide investment advice do not form part of our own supply chain. We do recommend suppliers to these managers, primarily in respect of professional services. As with our own supply chain, though, we do not consider that these suppliers give rise to material risks in connection with slavery or human trafficking.

Similarly, the supply chains of the Epiris funds’ portfolio companies do not form part of our own supply chain. Nonetheless, we do in our capacity as investment advisor to the Epiris funds take a number of steps designed to ensure that the Epiris funds are invested in line with our ESG Policy and that any ESG-related risks faced by their portfolio companies, including in relation to slavery and human trafficking, are identified, monitored and managed.

Training

We are committed to ensuring awareness of slavery and human trafficking amongst our staff. We carry out periodic firm-wide compliance training. The last training with a particular focus on ESG and human rights was undertaken by all staff in the year ended 31 March 2025.

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 2026.

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

16 September 2026