NATIXIS
INVESTMENT MANAGERS

Slavery & Human Trafficking Statement

This statement is made on behalf of Natixis Investment Managers UK Limited **("Natixis UK")** that forms part of the wider group of global Natixis companies ("**Natixis**"). Natixis is a subsidiary of Groupe BPCE that is a large banking group in France.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 ("the Act") that requires certain organisations to publish a statement each financial year to set out the steps (if any) it has taken to protect against slavery and human trafficking.

The Natixis group of companies has offices located globally including in the United Kingdom, Europe, the United States of America and Asia.

Natixis UK is a provider and distributor of investment management services to a range of clients including pension funds, institutional investors and public organisations.

Natixis is committed to ensuring that our business and supply chain remain free from any slavery or human trafficking. As a United Nations Global Compact signatory, Natixis is committed to respecting human rights in the conduct of its operations. This includes acting against terrorism financing, money laundering, corruption and tax evasion. Natixis engages in responsible lobbying to ensure society's interests are heard in public decision-making whilst remaining a politically neutral organisation.

Natixis as an Employer

At Natixis UK, we have a robust recruitment process to ensure that individuals employed by us have the right to work in the relevant jurisdiction, are employed in accordance with the relevant employment legislation and are not subjected to human trafficking or forced labour.

Natixis and its Supply Chain

In order to carry out our business activities, we rely on a large number of suppliers that includes third party suppliers and those within our own group of companies.

The third party suppliers within the supply chain at Natixis UK include suppliers of information technology, software, cleaning, security services and office equipment. It also includes suppliers of professional services who themselves are regulated by governing bodies such as the FCA and SRA including accountants, legal firms, recruitment agencies and training services. Finally, there are those suppliers of investment management services that are largely subsidiaries within the Natixis group.[1]

Natixis UK has implemented a process to identify all material suppliers that are in high-risk categories. In order to establish that they share our values and are similarly committed to eliminating modern slavery, we ask them to confirm that they observe the ten principles of the United Nations Global Compact. As at the date of this statement, all have confirmed that either they do, or that they have their own Modern Slavery Statement.

[1] This statement is not focussed on these types of suppliers as they are subject to internal corporate governance procedures.

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Natixis Code of Conduct

Natixis formulises a culture that adheres to a number of principles and rules in relation to conduct that are set out in the Natixis Code of Conduct. The Code of Conduct is applicable to all employees of Natixis irrespective of their role or responsibility. The Code of Conduct makes clear that Natixis endeavours to have a positive social and societal impact. Natixis expects its employees to apply responsible purchasing guidelines when selecting third party suppliers and expects all third party suppliers to take into consideration environmental and social impacts, especially with regard to respecting human rights.

Ongoing Compliance and Training

We recognise that procedures seeking to address modern slavery requires ongoing review, which we will continue to do in accordance with the Modern Slavery Act 2015, related regulations and/or guidance and our own internal policies. Employee training includes training on the Modern Slavery Act and the expectation of all Natixis UK employees in relation to Modern Slavery.