



## Modern Slavery and Human Trafficking Statement

This statement is made pursuant to section 54 of the Modern Slavery Act (the “**Act**”) for the financial year ended 31 March 2023. It continues to be a priority for Daiwa Corporate Advisory Limited (“**DC Advisory**”, “**we**”, “**us**”) to ensure that we source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and our supply chain.

### Organisation Structure

DC Advisory is part of the Daiwa Group, with our direct UK parent company being Daiwa Corporate Advisory European Holdings Limited and our ultimate parent company being Daiwa Securities Group Inc. which is incorporated and has its head office in Japan.

### Our Business and Policies

DC Advisory is a corporate finance advisory firm advising on all aspects of buy-side and sell-side M&A and debt and capital advisory matters for clients.

Our staff are required to demonstrate high ethical standards of personal conduct; this includes reporting suspicions of modern slavery and human trafficking. Further to this, DC Advisory has appropriate policies and procedures in place to address issues relevant to slavery and human trafficking, this includes our whistleblowing policy. These policies are owned by the Human Resources and Legal and Compliance teams. They are available to staff via the DC Advisory intranet.

We believe that the following areas (within the DC Advisory business) give rise to the highest slavery risks:

#### 1. Supply Chains

DC Advisory’s supply chain largely consists of professional services firms, information technology, insurance, reprographics and third party providers of facilities, such as, cleaning, maintenance, security and office supplies.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We do this in a variety of ways, from acting ethically and with integrity in all our business relationships to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We have conducted a review of our supplier list and we consider the overall risk of modern slavery and human trafficking in our supply chain to be low. We will continue to review our overall supplier list on an annual basis.

#### 2. Recruitment

We use reputable employment recruitment agencies to source our employees and have robust policies in place to carry out background checks on all new joiners. All our employees are afforded protections under employment law legislation applicable in England and Wales.

Further to points 1 and 2 above, as part of our initiative to identify and mitigate risk, we ensure that due diligence procedures are adhered to.

### Supplier Adherence to our Values

DC Advisory has a zero tolerance approach to slavery and human trafficking.

Our current due diligence process on any new supplier of goods or services includes an assessment of the modern slavery and human trafficking risk. At the beginning of each month, an assessment of the

modern slavery and human trafficking risk posed by new suppliers taken on in the previous month is undertaken by members of the Legal & Compliance team. Where necessary, following such assessment, we will engage with any new suppliers identified as higher risk and seek confirmations from them that they comply with the Act.

### **Continual Awareness**

DC Advisory endeavour to monitor its supply chain to proactively monitor any changes or concerns. We encourage openness and will support anyone who raises genuine concerns regarding our business and its connections in good faith.

### **Training & Awareness**

The Board of DC Advisory are aware of the requirements under the Act and the importance of adhering to it. The Legal & Compliance team have read the guidance materials on the Home Office website and consideration will be given to any other training requirements for staff on a periodic basis.

We will continue to monitor and assess our policies and processes to support our continued zero tolerance approach to modern slavery and human trafficking.

A handwritten signature in black ink, appearing to read 'R. Madden', followed by a long horizontal flourish.

Richard Madden

Chief Executive Officer

September 2023