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Ardian UK Limited Modern Slavery Act Statement

Ardian Investment UK Limited is an independent private investment company and a subsidiary of Ardian. This statement is made in respect of Ardian Investment UK Limited only ("Ardian UK"). Ardian UK provides services as an investment manager to predominantly institutional investors, and as an advisor to companies within Ardian.

Our mission

Ardian's mission, into which Ardian UK ties in, is to invest responsibly in order to create enduring value, outstanding returns and shared outcomes for our investors and partners, for portfolio companies and their employees, and for our own people. We regard responsible investment practices and ethical behaviours as essential objectives to help achieve the outstanding returns that we seek, and we believe strongly in the principle that shared responsibility and shared efforts should lead to shared rewards. Whilst many of our policies and procedures look to our portfolio companies and our investments, which we feel are vital to our business, we also carry this ethical and responsible approach through to our view of modern slavery. It therefore goes without saying that we have a zero tolerance approach to slavery and trafficking.

Zero tolerance approach to slavery and human trafficking

Ardian UK takes a zero tolerance approach to slavery and human trafficking in our supply chains. Our suppliers are in most cases business services and professional firms, which in our view are low risk. We also engage a limited number of suppliers who would be considered to be higher risk given the services they provide to us, e.g. those in the catering sector and those in facilities management.

To ensure all those in our supply chains comply with our values:

- we make our zero tolerance approach clear in communications when we engage suppliers; and
- we conduct checks on them on an individual and tailored basis to ensure that their operations are aligned with our policy.

We keep this approach under constant review having regard to factors such as the nature of the supplier and any increased risk factors necessitating additional steps.

Responsible Investment

At Ardian, Responsible Investment is core to our business. As a major investor in the real economy, we believe we can accelerate the building of resilient companies and drive positive transformation. Sustainability is central to our investment approach, both as a way to manage risk and as a lever for value creation. We believe that companies with strong sustainability metrics will perform better financially and ultimately prove more valuable.

In practice, Ardian strives to keep up with the highest Environmental, Social and Governance ("ESG") standards in its corporate and investment practices.

In this regard we are proud of the many initiatives Ardian has in place. At investment level, Ardian has published its Responsible Investment Policy, which details ESG criteria integration in all Ardian investment activities at each stage of the investment process.

Ardian Responsible Investment Policy is publicly available on our website.

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As part of the wider Ardian Group, Ardian UK, is actively involved in several leading working groups, organizations and collaborative platforms to contribute to the development of strategic initiatives, market methodologies, tools and regulations and develops ethical principles and rules at the Ardian Group level. Ardian is a signatory to the United Nations Principles for Responsible Investment since 2009 and takes part in initiatives led by them. In keeping with this, the UNPRI deemed Ardian a five star performer (with an absolute score of 95 out of 100) for its Investment & Stewardship Policy. In addition, Ardian Group is a member of the following initiatives: ESG Data Convergence Initiative, ILPA Diversity in Action initiative (Institutional Limited Partners Association), Investor Leadership Network (ILN), Ownership Works, the OPPEF (One Planet Private Equity Funds), TCFD (Task Force on Climate-related Financial Disclosures), the Initiative Climat International, Level 20, France Invest Gender Diversity Charter.

Training

We train our staff, and share and actively promote ESG best practices. Responsible Investment awareness and training sessions have been provided to Ardian employees on a regular basis. Ardian's Sustainability Intranet also promotes engagement and discussion on Ardian's Sustainability strategy.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2023.

Further steps we propose to take to consolidate and further strengthen our commitment to this important area

- Detailed analysis of our 3rd party service providers will be collated and summarized, as evidence of our strong commitment to only work with ethical suppliers, and a focused risk assessment performed
- Any unacceptable responses to our enquiries will be thoroughly investigated, and if necessary – relationships will be terminated, if we do not receive sufficient comfort over a firms' working practices in this regard
- Part of the on-boarding of new service providers will include specific consideration to the requirements of this Act; and we will require approval of the UK CFO before engaging any new 3rd party suppliers.
- Ardian UK will work more closely with the wider Sustainability team, to ensure best practice is shared and adopted in all aspects across the Group as a whole

We will continue to reflect upon ways in which we can improve our efforts over the next financial year.

This statement has been approved by Michael Ferragamo on behalf of the Board of Ardian Investment UK Limited.

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Michael Ferragamo (Director) - Ardian Investment UK Limited

27 June 2024