Genesis Investment Management, LLP
16 St James's Street
London SW1A 1ER
Telephone: +44 (0)20 7201 7200
www.giml.co.uk

Confidential

Modern Slavery and Human Trafficking Statement

Financial year ending 31 December 2023

Genesis Investment Management, LLP (referred to as "Genesis", "we" or "our" in this statement) is a limited liability partnership registered in England and Wales under number OC306866 and authorised and regulated by the Financial Conduct Authority. Genesis provides investment management services to an institutional client base from offices in London.

This statement is provided pursuant to section 54 of the UK Modern Slavery Act (2015).

Modern slavery and human trafficking have a devastating effect on countries and communities around the world. At Genesis we recognise the important role that companies have in ensuring they are not knowingly or unwittingly used to facilitate human trafficking or modern slavery in any form. To this end, this statement is supported by a number of policies and procedures to ensure that our business and supply chain remains free of slavery and human trafficking. These include:

- Anti-Bribery and Corruption Policy - Genesis has a zero-tolerance approach to bribery and corruption and is committed to acting professionally, fairly and with integrity in all its business dealings and relationships wherever it operates.
- Code of Ethics - which sets out the conduct expected of our partners and employees.
- Diversity, Equity and Inclusion - Genesis treats all employees, partners and job applicants fairly and equally regardless of their sex, sexual orientation, marital or civil status, race, colour, nationality, ethnic or national origin, religion or belief, age, disability, gender reassignment, or pregnancy or maternity.
- Procurement Procedure – we aim to ensure that all goods and services acquired on behalf of Genesis are acquired in line with procurement best practice.
- Service Provider Oversight Policy - which sets out our commitment to good conduct and achieving a good standard of oversight and supervision of service providers.
- Whistleblowing Policy - the policy aims to establish processes that provide a confidential and secure way for partners and employees to 'whistle blow' with regard to malpractice in the workplace.

Genesis is committed to ensuring that all employees are treated with dignity and respect and that they benefit from a working environment that respects their fundamental human rights. Our recruitment, interview and onboarding processes are thorough and all new hires are subject to a comprehensive background screening process. Ongoing training is provided to employees and partners on a number of topics including diversity and inclusion, bullying and harassment, and business ethics. Genesis complies will all relevant local laws and regulations.

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In procuring the services of suppliers, Genesis has a comprehensive procurement procedure and is careful to only engage with businesses that conduct themselves with the highest standards of integrity. Genesis' suppliers and service providers include financial service firms, lawyers, accountants, auditors, information technology specialists, as well as a number of providers of general office equipment and services. We take a risk-based approach in assuring appropriate levels of due diligence are applied to all new and existing providers.

Genesis will continue to monitor its business and supply chains to identify risks posed by modern slavery and human trafficking and take the necessary seps to ensure that our policies and procedures remain effective for the purposes of this statement.

This statement was approved by the Operating Board on 5 June 2024.



Arindam Bhattacharjee

Member

Genesis Investment Management, LLP