

## Modern Slavery Act 2015 Statement for the financial year ending 31<sup>st</sup> December 2020

In accordance with the Modern Slavery Act 2015 (“MSA”), this statement is made by Tikehau Capital SCA on behalf of itself and its relevant UK domiciled subsidiaries and overseas establishments (the “Group”) that are subject to the requirements of section 54 of the MSA in respect of the financial year ended 31 December 2020.

In this statement references to “Tikehau Capital” mean Tikehau Capital SCA and its relevant subsidiaries and overseas establishments and references to “we” or “our” mean the entities making this statement.

### 1. Background

The MSA is designed to address all forms of human trafficking and slavery, including compulsory or coerced labour, deprivation of personal freedom or facilitating the movement of people for exploitation. Section 54 of the MSA requires commercial organisations that supply goods or services, carry on business in the UK and meet the annual turnover threshold of at least £36m from the provision of goods and services to produce a public “slavery and human trafficking statement” for each financial year.

### 2. Our commitment to combat slavery and human trafficking

Tikehau Capital is strongly opposed to slavery and human trafficking. We do not, and will not in the future, knowingly support or conduct business with any organisation involved in such activities.

### 3. Our Business

Tikehau Capital is the parent company of a group dedicated to asset management and investment services, which was founded in Paris in 2004 and was listed on the Paris Euronext in March 2017. As of 31 December 2020, Tikehau Capital had c.€2.8bn of shareholders’ equity and c.€28.5bn in assets under management. Tikehau Capital has become a leading pan-European actor in alternative asset management, operating across four business lines; Private Debt, Real Assets, Private Equity and Capital Markets Strategies, with a local presence in Paris, London, Brussels, Madrid, Milan, Seoul, Singapore, New York, Tokyo, Luxembourg and Amsterdam, and employing 594 employees.

The Tikehau Capital Group provides financing solutions across the whole capital structure in an effort to align the interests of different stakeholders and allow its partners to meet their strategic goals. The process for incorporating both environmental, social and governance (“ESG”) criteria as well as corporate social responsibility (“CSR”) considerations remains at the core of Tikehau Capital’s approach and is shared across all Group activities. This is expressed in the Group’s ESG and CSR policies, which are grounded in the principles of entrepreneurship, convictions-based management and an interdisciplinary outlook. Since signing the United Nations-supported Principles for Responsible Investment (“UNPRI”) in 2014, efforts have been deployed each year to improve the Group’s approach to responsibility, both in terms of investments and in its relations with stakeholders.

We consider that given the nature of the services we offer the risk of involvement in modern slavery and human trafficking is low.

### Steps we have taken to ensure that modern slavery is not taking place in our organisation or supply chains include the following:

The Management of the Group shares the conviction that the success of the Group depends on the ethical and professional business behaviour of individuals at all levels. The values set by the Management must not be compromised and relevant individuals must be committed to upholding and maintaining the reputation of the Group so as to sustain public trust and maintain investor confidence.

- Employees: We have a robust recruitment and onboarding process with multiple checks built in to ensure all individuals employed by us have the right to work in the UK, are paid a fair salary in compliance with all relevant rules and regulations and are not subjected to human trafficking or forced labour. We continue to review and monitor our employment practices and

business activities to ensure that we maintain the highest ethical professional standards and working practices for all employees. All relevant personnel are expected to comply with Tikehau Capital's Code of Ethics which sets forth standards of conduct expected from any partner, officer, director, employee, intern and consultant. All in scope personnel must conduct themselves in accordance with this Code of Ethics and seek to avoid all forms of improper behaviour. The Code of Ethics is designed to cover a variety of circumstances and conduct. However, no set of policies or procedures can anticipate every possible situation. Consequently, individuals are expected not only to abide by the letter of the Code of Ethics, but also by its spirit, upholding the fundamental ideals of Tikehau Capital which includes integrity, honesty and trust. The Code of Ethics incorporates an internal whistleblowing policy whereby employees can raise suspected concerns regarding unethical behaviour or decisions that could indicate potential wrongdoing.

- Suppliers: As we operate in the financial services sector, many of the service providers we encounter are often themselves regulated by governing bodies and therefore for these suppliers, in relation to modern slavery, we are able to rely on their own due diligence processes. As part of the onboarding due diligence process, Tikehau Capital reviews and vets all external contractors to ensure that they have the requisite accreditations and are appropriately qualified for the roles they are asked to undertake. The due diligence process concerning our suppliers additionally includes the consideration of three key aspects; (i) geography of the supplier's services; (ii) the nature of services (particularly when a supplier is providing physical labour, manufacturing, catering or staff contracting services); and (iii) background checks to ascertain whether any supplier has been named on international sanction lists or has any adverse media associated with its business.
- Training: We continue to promote awareness of the MSA and take steps to educate our staff, business heads and senior management, of the MSA and its implications. In addition to our own staff, we endeavour to educate and raise awareness of the MSA and its requirements with our supply chain.

Tikehau Capital is committed to ensuring that its business practices and systems and controls, which are designed to safeguard against modern slavery and human trafficking, continue to evolve each financial year.

Signed



Geoffroy Renard, General Counsel  
*For and on behalf of the Tikehau Capital Group*

07/04/2021