



## **RWC Group - Modern slavery statement for financial year ending 31 December 2020**

This statement has been published in accordance with the Modern Slavery Act 2015, which requires organisations in the United Kingdom with an annual global turnover in excess of £36 million to publish an annual statement detailing the measures taken to prevent modern slavery and human trafficking in the organisation and supply chains.

RWC Group is a multi-strategy investment manager, with 152 employees (as at 31 December 2020) operating from 3 offices worldwide in Europe, the Americas and Asia.

According to the International Labour Organisation, there are some 24.9 million people worldwide subjected to forced labour. We do not tolerate forced labour either within our business itself or within our supply chain. We expect all our employees to carry out their responsibilities with integrity and respect for others, which is embedded in our organisation's culture, values and ethics. Similarly, we expect our supply chain (whether direct suppliers or those that directly or indirectly supply our direct suppliers) to share the same values.

### Supply Chain

We are committed to ensuring that modern slavery does not exist anywhere in the organisation or in any of its supply chain. Neither we nor, to the best of our knowledge, our supply chain make use of forced labour.

We have carried out a risk-based assessment of our key suppliers to ascertain their use of forced labour, and reviewed their statements, where available, on the use of forced labour to ensure that they in turn are taking what appears to us to be appropriate steps. For suppliers who have not published a written statement we have requested signed agreement to our Code of Ethics and Conduct policy. All new suppliers are assessed for their ability to meet this threshold upon entry as part of our sign-off process. We will not engage with or continue working relationships with any supplier unable to verify their commitment to preventing modern slavery.

Key personnel who engage with high risk suppliers are provided specific training to combat the use of forced labour within our supply chain.

### Policies

We are committed to creating a safe and secure working environment at RWC and have implemented a Whistleblowing Policy which sets out the process for reporting any reasonable suspicions of unethical behaviour.

We have implemented a Modern Slavery policy, which is available to all staff on our company intranet. This policy outlines the responsibilities of RWC and our employees in combatting forced labour in the business and our supply chain.

We have prepared this statement for the purposes of the Modern Slavery Act 2015. References in the statement to "forced labour" mean any conduct which is an offence under Part I of that Act including slavery, servitude, any type of forced or compulsory labour and trafficking for the purposes of exploitation.

This statement has been approved by the Board of Directors and will be reviewed and updated annually.

Dan Mannix, CEO