

# Modern Slavery and Human Trafficking Statement for the year ended 31 December 2019

## Introduction

This statement is made by Bridgepoint Group Limited for itself and on behalf of any other qualifying Bridgepoint corporate group companies (reference to 'Bridgepoint', 'we' or the 'Firm' are in relation to these entities) pursuant to Section 54 of the Modern Slavery Act ('MSA').

## Our Organisation

Bridgepoint is an international fund management group comprising twelve offices around the world (Amsterdam, Frankfurt, Istanbul, London, Luxembourg, Madrid, New York, Paris, San Francisco, Shanghai, Stockholm and Warsaw). Our primary area of focus is private equity investing in the middle market. With over €19 billion of assets under management, we aim to deliver attractive returns to our investors by investing responsibly in well-managed companies and building stronger, broader-based businesses with greatly enhanced long-term growth potential.

We have a limited supply chain, predominantly comprising reputable international professional services firms who we expect to operate to the highest ethical standards. As such we consider there to be a low risk of modern slavery to be present in our direct supply chain. However, we acknowledge that some of our suppliers from certain sectors may be more at risk to these issues than others and therefore we continue to consider the implications of modern slavery in our day-to-day operations as appropriate. During 2019 we were not made aware of any issues relating to modern slavery in our direct supply chain.

## Our policies

Our Responsible Investment Policy ("Policy") sets out the Firm's approach to the integration of environmental, social and corporate governance ("ESG") considerations into its operations and the entire investment lifecycle, from pre-investment due diligence through to ownership monitoring and exit. The policy is built on industry-specific best practice guidance and standards developed by the UN-supported Principles for Responsible Investment, an international organisation representing responsible investing activities of the financial industry.

We take our commitment to acting as a responsible investor very seriously and have developed processes and systems to address ESG and sustainability-related considerations across the Firm and to engage with our portfolio companies on such matters. As a Firm, we do not tolerate forced labour either within our business or within our supply chain and expect our supply chain (whether direct suppliers or those that directly or indirectly supply our direct suppliers), and the boards of our portfolio companies, to share the same values.

Our commitment to the consideration of modern slavery issues is detailed in our Policy and the Firm's employee handbook, 'Working at Bridgepoint', which has been issued to all employees.



## Risk assessment

### Bridgepoint Supply Chain

During the year we have conducted further desk-top analysis on our direct supply chain, risk categorising suppliers based on their sector, geography, and spend. This has enabled us to identify a selection of suppliers which we plan to conduct further analysis and due diligence on, and where appropriate to do so, engage directly with them.

### Bridgepoint Portfolio Companies

We recognise that risks from modern slavery extends beyond Bridgepoint's own supply chain to those of the portfolio companies we invest in. We continue to factor modern slavery issues into our pre- and post-investment processes and support our portfolio company management teams on this topic as appropriate.

For more detail on our approach to analysing ESG issues, please refer to our Annual Review available on our website.

## Training and Awareness

During the year we rolled out mandatory training to all Bridgepoint employees, which included a section on modern slavery and human trafficking.

William Jackson

A handwritten signature in blue ink that reads "William Jackson" with a horizontal line extending to the right.

Managing Partner

27 May 2020