

TRANSPARENCY IN SUPPLY CHAINS: MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

INTRODUCTION

As part of Permira's commitment to its core values of partnership, creativity and integrity, as well as to investing responsibly and complying with the UK Modern Slavery Act 2015 (the 'MSA'), Permira commits to preventing modern slavery and human trafficking in the firm's own operations and its supply chain. This requires Permira to understand the potential risks in its supply chain and the steps required to be taken to mitigate any such risk.

Permira's Transparency and Supply Chains: Modern Slavery and Human Trafficking Policy (the "Policy") and the firm's approach informs the 'Transparency in Supply Chains: Modern Slavery and Human Trafficking Statement' (the "Statement"), which is updated annually. The Policy and the Statement are available on Permira's website.

As is typical in the financial sector, Permira's own operations and the majority of Permira's suppliers are identified at a "low risk" of modern slavery and trafficking, given the nature of services provided (i.e., business services firms that provide transaction advisory and due diligence services).

OUR COMMITMENTS

Permira is committed to mitigating and addressing the risk of modern slavery and human trafficking in its operations and supply chain. Permira has a robust Code of Conduct and Ethics and Compliance Manual to guide the behavior of its professionals and underpin the way the firm operates. Permira also has policies covering, among others, equal opportunity, anti-discrimination and harassment, grievance mechanisms and whistleblowing.

Permira is committed to:

- Prohibit any form of modern slavery and human trafficking in its own operations.
- Conduct a modern slavery risk assessment of its Tier 1 suppliers with a spending amount exceeding 50k€ at least annually and review select higher-risk suppliers to understand their approach to preventing modern slavery and human trafficking in their operations or supply chain.
- Provide training for employees with oversight or responsibility for suppliers' relationships and contracting, as needed.
- Monitor select higher risk suppliers using a reputational risk screening tool and consider appropriate escalation where indicators of potential modern slavery or human trafficking are identified.
- Where a supplier does not meet our expectations (particularly those considered to be at higher risk from modern slavery and human trafficking), we may review the supplier's approach.
- Produce an annual 'Transparency in Supply Chains: Modern Slavery and Human Trafficking Statement' available in Permira's website to inform about the steps that Permira has taken during the relevant financial year in relation to modern slavery and human trafficking risks.
- Periodically review and update this policy, as required.

WHAT WE EXPECT FROM SUPPLIERS

Permira expect its Tier 1 (i.e., direct supply chain) suppliers to:

- Be familiar with Permira's expectations relating to the MSA.
- Comply with the letter and the spirit of applicable laws, regulations and contractual obligations, including those in relation to modern slavery, human trafficking and supply chain transparency.
- Prohibit and/or implement measures to prevent any form of modern slavery and human trafficking in their operations and supply chains. These steps may vary by supplier but could include developing and applying company standards and policies, assessing the risk of modern slavery and human trafficking in their operations and supply chains and/or undertaking supplier audits.
- Provide accurate information, which Permira may request, on their approach to preventing modern slavery and human trafficking in their operations and supply chains.
- Inform Permira, as soon as reasonably practicable, if modern slavery and/or human trafficking is identified in their operations or supply chains.

PERMIRA FUNDS' PORTFOLIO COMPANIES

Permira fund portfolio companies do not fall under Permira's supply chain and it is the responsibility of each such portfolio company to comply with its obligations under the MSA. As part of its overarching commitment to responsible investment, Permira is committed to considering ESG risks in the Permira private equity funds investment process, including human rights and modern slavery, where relevant. For further details on Permira's approach to consider these risks in the investment cycle, please refer to Permira's Responsible Investment Policy which is available on Permira's website.

OVERSIGHT AND IMPLEMENTATION RESPONSIBILITIES

This policy is implemented with inputs from functional areas, where appropriate (e.g. ESG, Risk, Compliance, Events, IT, Finance and Office Managers).

The annual 'Transparency in Supply Chains: Modern Slavery and Human Trafficking Statement' is uploaded in the UK government modern slavery statement registry.

Responsibility for the annual review of this Policy has been designated by Permira to the Head of ESG.

FURTHER INFORMATION

For further information, including definitions for Modern Slavery and Human Trafficking, please refer to: UK Government guidance: Transparency in Supply Chains: A practical guide; Modern Slavery Act 2015 (Part 6, Section 54).