

## **Modern Slavery Statement of Baird UK Limited 2021**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (the “Act”), with respect to the financial year ending 31 December 2021 and sets out the steps that Baird UK Limited (“Baird”) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business and supply chains.

Modern slavery encompasses slavery, servitude, forced or compulsory labour, or otherwise exploiting another person in violation of the Act. Baird strongly condemns and has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective policies and processes in place to safeguard against any form of modern slavery taking place within our business and supply chain. This statement outlines the steps we have taken at Baird to identify and prevent slavery and human trafficking in our operation and supply chain. We understand our responsibilities under the Act and are committed to improving our practices to combat slavery and human trafficking.

### Our business and supply chains

The principal activity of Baird UK Limited is as a holding company for operating subsidiaries including Robert W. Baird Group Limited, Robert W. Baird Limited (registered with the Financial Conduct Authority), and Baird Capital Partners Europe Limited (registered with the Financial Conduct Authority), all of which are located in the United Kingdom.

Through these operating companies, Baird provides financial and investment services to institutional clients including companies and other financial institutions. The three primary business streams for Baird are investment banking, institutional equities research and sales, and private equity.

Baird has a limited supply chain given the nature of our business streams, which are all within financial services. The main suppliers to the business are professional services firms (including legal, accounting and audit), recruitment agencies, office space providers, suppliers of financial and related data, general information and analysis on companies and securities, and companies that provide the office supplies (including cleaning and security in its office space), computer and telecommunications hardware and software applications, other office services required to operate a financial services office environment (e.g. stationery, food and drink for employees) and utilities.

For further information about our business please visit our website [www.bairdeurope.com](http://www.bairdeurope.com)

### Risk assessment

Baird recognises its responsibility to identify and address potential and actual modern slavery issues that are linked to our business activities and supply chain. As such, Baird has assessed the risk of modern slavery and human trafficking across the supply chain to identify any potential high-risk suppliers by considering relevant factors including geography, sector and products/services provided to Baird.

Baird also maintains policies and controls in place across our business and supply chain to:

- identify inappropriate employment practices;
- identify, assess and monitor potential risk areas;
- mitigate the risk of slavery and human trafficking occurring;
- protect whistleblowers; and
- investigate reports of Modern Slavery.

While Baird has not identified any aspects of our business or supply chain that present an elevated risk of modern slavery, we are committed to ensuring that our business and supply chain are free of modern slavery. Baird will periodically assess and manage the risk of slavery and human trafficking taking place in our businesses and supply chain. We will not knowingly engage in or support any business that is involved with modern slavery. Therefore, we have adopted policies and processes designed to mitigate any risk that may exist.

Given that Baird deals with professional investors, regulated financial services firms and leading business services providers linked to the financial services industry, we consider the risk of slavery and human trafficking in our business and supply chains to be low.

### Due diligence on supply chains

Baird's policy is not to contract with a supplier or agree to hire a supplier to provide goods or services that Baird knows or has reason to believe is subjecting another person to slavery, servitude, forced or compulsory labor, or exploiting another person in violation of the Act.

In order to identify any modern slavery and human trafficking, or risks of such conduct within our supply chain, Baird has undertaken a due diligence process on its current and future suppliers. Pursuant to this process, Baird performs a risk-based review of its suppliers, including the use of databases and supplier questionnaires. In addition, Baird may request that suppliers subject to the Act provide or describe their own policies related to modern slavery and human trafficking and confirm that they will not engage in modern slavery or other prohibited activities under the Act.

Baird's terms and conditions of business with its suppliers include modern slavery and human trafficking provisions confirming our and the suppliers compliance with the Act.

### Baird Portfolio Companies

We recognise that risks from modern slavery extends beyond Baird's own supply chain to those of the portfolio companies we invest in. Each portfolio company has a Baird Director on the board and ensures that the Act is a topic on the relevant board's agenda.

### Our policies and processes

Baird has adopted an internal Policy for Compliance with Modern Slavery Act (the "Baird Policy"). Pursuant to the Baird Policy, Baird and its associates are prohibited from engaging in the practices of slavery, servitude, forced or compulsory labour, or otherwise exploiting another person in violation of the Act.

The Baird Policy furthermore prohibits contracting with a supplier or agreeing to hire a supplier to provide goods or services that a Baird associate responsible for contracting with or hiring the supplier knows or has reason to believe is subjecting another person to slavery, servitude, forced or compulsory labour, or otherwise exploiting another person in violation of the Act.

We have rigorous HR policies and practices which are in line with our obligations pursuant to the Act; background checking procedures are thorough and apply equally to permanent employees as to contractors.


Accompanying this is Baird Whistleblowing Policy which outlines the process for Baird employees to escalate concerns and breaches of Baird Policy. There were no breaches or suspected breaches in relation to the Act reported in 2021.

### Training

Baird has made training about slavery and human trafficking and the Baird Policy available to its staff. Baird continues to promote awareness of the Act among Baird employees and we endeavour to educate and raise awareness of the Act and its requirements within our supply chain.

### Approval of this statement

This statement, which will be reviewed annually and updated as needed, has been reviewed by key stakeholders and senior management and was approved by our Board of Directors on 10 August 2022.



Paul L. Schultz, Director

On behalf of the Board of Directors  
Baird UK Limited