

## Modern Slavery Statement

### Introduction

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Redburn (Europe) Limited ('the Company') and its subsidiaries (collectively 'the Group' or 'Redburn') have taken and are continuing to take to ensure that modern slavery or human trafficking are not taking place within Redburn's business or supply chain.

### Redburn's Modern Slavery Policy

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Redburn has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically in all business dealings and to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business and structure

Redburn's principal activity is to provide execution and research services to professional and institutional investors.

The Company is independent and the majority of the share capital is owned by its employees and their families.

The Group has employees in the United Kingdom and the United States of America. The average number of Group employees for the year ended 31 March 2016 was 177. Group turnover for that period was £90.6m.

### Fair pay

Management is committed to ensuring that all directly employed and contracted employees receive fair remuneration for the job they perform.

Our primary office is based in London and office cleaning services are outsourced. Our cleaning team is paid the London Living Wage rate, set each year by the Living Wage Foundation. These rates are designed to reflect the levels of income required to meet a socially acceptable minimum standard of living.

### Staff recruitment

The vast majority of employees at Redburn are employed directly and on a permanent basis. Our recruitment takes place primarily through recruitment and executive search agencies.

All employees who join the Company are subject to checks to ensure they are genuine applicants and have the right to work in the relevant jurisdiction. These include verification of identity, references, evidence of qualifications, and criminal and financial checks.

## **Our supply chain**

The key categories of supplier within our supply chain are as follows:

- Research and data services.
- IT consultancy and software services.
- Telecoms services.
- IT hardware and other office equipment.
- Third-party brokers and settlement agents.
- Professional services (lawyers, accountants and other advisors).
- Print and distribution services.
- Office cleaning and other office facilities services.
- Hotels and restaurants, including event space for conferences.
- Air and train travel.

The Company works in a low-risk industry that employs skilled staff to produce high value added output. The nature of what we do and our reputable supplier list mean we believe there is a low risk of slavery or human trafficking arising in connection with our business activities.

Nevertheless, we are not complacent and as part of our initiative to identify and mitigate the risk of human slavery and human trafficking in our supply chain, a review of the list of the Group's suppliers was undertaken. Suppliers were categorised by risk and where suppliers operated in higher risk business areas, such as outsourced cleaning services, further due diligence was undertaken. No concerns were identified through this exercise.

## **Employee awareness**

The Group's employee handbook sets out our employment policies and procedures. It includes details of our Modern Slavery Policy and the expectations we have of all employees in this regard.

## **Approval of this statement**

This statement was approved by the Board of Directors on 19 October 2016.

Charlie Bridge (Director)



Date: 19 October 2016