

## Modern Slavery and Human Trafficking Statement

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PREPARED FOR HUMAN RESOURCES

VERSION NO. 1.4  
NOVEMBER 2023

## Document Revision History

Version	Date	Author(s)	Revision Notes	Approved by
1.0	May 15, 2020	Human Resources Team	Initial Release	CHRO
1.1	March 17, 2021	Human Resource Team	Annual Release	CHRO
1.2	May 10, 2022	Human Resource Team	Annual Release	CHRO
1.3	July, 2023	Human Resource Team	Annual Release	CHRO
1.4	November 24, 2023	Human Resource Team	Annual Release	CHRO & CEO/ Director

Acuity Knowledge Partners recognizes that modern slavery and human trafficking is a global problem, and this statement sets out the steps taken in seeking to prevent it taking place in any part of Acuity's business or supply chains.

## Our Business

Acuity Knowledge Partner ("Acuity") is a leading provider of bespoke research, analytics and technology solutions to the financial services sector, including asset managers, corporate and investment banks, private equity and venture capital firms, hedge funds and consulting firms.

Its global network of over 6,000 analysts and industry experts, combined with proprietary technology, supports more than 500 financial institutions and consulting companies to operate more efficiently and unlock their human capital, driving revenue higher and transforming operations. These services are supported by our proprietary suite of Business Excellence and Automation Tools (BEAT) that offer domain-specific contextual technology. Acuity is headquartered in London and operates from 10 locations worldwide.

Acuity was established as a separate business from Moody's Corporation in 2019, following its acquisition by Equistone Partners Europe (Equistone). In January 2023, funds advised by global private equity firm Permira acquired a majority stake in the business from Equistone, which remains invested as a minority shareholder.

## Core Business efforts

### Corporate Social responsibility at Acuity

The Company's leadership strongly believes that it has a significant responsibility towards the society in which it operates. It believes that business does not exist for the purpose of business alone but should create and support opportunities for social empowerment and inclusive development. Acuity understands that the sustainability of any business relies on a healthy and educated workforce, sustainable natural resources and thriving society. Acuity being a responsible corporate citizen has a duty to not only work for sustainability of its business but also society as a whole and build social capital.

## Aims and Objectives

At Acuity, Corporate Social Responsibility (CSR) is not just charity but an investment in society and in its own future. Acuity understands that no business house has the strength and resources to replace the government or create a parallel structure to government. Acuity believes that acting as an alternative to government is not the best solution to social problems and challenges faced by our society. Businesses should aim at developing and demonstrating innovative and sustainable development models which can be replicated and adopted by governments and other likeminded organisations.

Acuity aims to build new, sustainable and replicable development models as well as to invest in some proven models of development at grassroots for betterment of the underprivileged and poor, children, women and environment. Acuity is committed to work for improving the conditions of the underprivileged and poor, children, women and environment through effective, innovative and sustainable development solutions.

Read more about our CSR programs and the progress over the years by visiting <https://www.acuitykp.com/social-initiatives/>

## Acuity's Code of Business Conduct

Acuity has in place a number of codes, policies and procedures to run the business in a fair, ethical and lawful manner and in compliance with applicable laws and regulations. Acuity's [Code of Business Conduct](#) (the "Code") is a statement of the fundamental principles and certain key policies that govern the conduct of our business. The Code confirms that an essential aspect of Acuity's success is our collective commitment to operating in an ethical and lawful manner to maintain the integrity of our business. The Code, which has been approved by the Acuity Executive Committee, sets forth the guiding principles we expect each employee and corporate director to follow. Every Acuity employee receives training on the Code and is periodically required to certify that he or she has reviewed this Code, understands it, and agrees to be bound by its terms. One of the key areas covered by the Code is "How we Act with Integrity in the Global Community".

## Workforce Profile

We have a number of entities that employ people in the UK, and some foreign branches. The majority of the employees of these companies are employed on full-time contracts. A proportion of our employees are part-time, and their terms and conditions are otherwise the same as for full-time staff. Given Acuity best practices and compliance, we believe our own employees are at no risk of suffering from modern slavery and human trafficking.

We offer competitive pay, benefits, employment conditions and policies which are periodically benchmarked, and we have flexible working arrangements available to all employees, such as part-time and telecommuting arrangements. We do not operate zero hours contracts. All our employees are subject to the standards in our Code, as set out above.

## Supply Chain Efforts

### Outsourcing and Supply Chain Relationships

We are committed to identifying and assessing potential risk areas within our supply chains, mitigating the risk of slavery and human trafficking occurring, and regularly monitoring such potential risk areas.

Acuity has rigorous policies and procedures in relation to the engagement of suppliers that assist Acuity in carrying on its business. Acuity has a Procurement & Sourcing Group which is responsible for the management of our global, enterprise-wide spend on products and services. Acuity also has a Vendor Selection and Contracting Policy which sets out the parameters which apply to our selection and retention of certain new and existing suppliers and the execution of contracts.

Procurement & Sourcing Group and Corporate Development Group (which is responsible for merger and acquisition activity within Acuity's group of companies) keeps themselves abreast in respect to various best practices (including in relation to modern slavery and human trafficking).

Our supply chain mostly consists of reputable financial services firms, sophisticated independent consulting firms, and other service providers, in the areas of finance and technology (including the procurement of software, data and other technology-related goods and services).

Our arrangements with material suppliers are documented by a written agreement specifying the respective rights and obligations of Acuity and the supplier. Acuity requires its service providers: (i) to comply with all applicable national, local, and international laws (including employment-related laws); (ii) to adhere to the rules and requirements arising in connection with its personnel; and (iii) not to participate in any illegal, deceptive, misleading or unethical practices.

We will not support any supplier relationship where we are aware, or have reasonable grounds to believe, that slavery and human trafficking is taking place, and Acuity will take appropriate action if it appears that the supplier is not carrying out its functions as per the contractual arrangements and/or in compliance with the applicable laws and regulatory requirements.

Adequate training is provided to staff members, particularly those involved in supply chain management and procurement to ensure understanding of the risks of modern slavery and human trafficking in our supply chains and business.

This policy is reviewed regularly and updated as necessary.

Our zero-tolerance approach to modern slavery underpins all our business activities and we are committed to implementing and enforcing effective measures to eliminate this practice.

## Feedback

### Open door communication and Whistleblowing

Acuity's objective is to maintain an environment in which all employees feel comfortable to raise issues that they believe are important. Acuity therefore supports open door communication and encourages employees to raise concerns with their immediate supervisors or other senior managers.

### Feedback

If you have any comments on this statement or would like to report any matter regarding it, please email [csr@acuitykp.com](mailto:csr@acuitykp.com).

Approved by:



Robert King

Chief Executive Officer & Director



Avadhesh Dixit

Chief Human Resources Officer

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## About Acuity Knowledge Partners

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For more information, visit [www.acuitykp.com](http://www.acuitykp.com)