



UK Modern Slavery Act Transparency Statement

Last updated September 2024

Background

What is the Modern Slavery Act?

The UK's Modern Slavery Act 2015 (the "**Modern Slavery Act**") is intended to help to stamp out modern slavery. The term "modern slavery" includes a wide variety of behaviour such as slavery, servitude, forced or compulsory labour and human trafficking. The underlying theme of these types of behaviour is that individuals are exploited or deprived of their freedom.

Why has Hayfin produced this statement?

One of the key requirements in the Modern Slavery Act is that large organisations that carry on business in the UK must publish an annual slavery and human trafficking statement. The purpose of the statement is to publicise the steps that the organisation has taken during the financial year to ensure that there is no modern slavery in its own business and supply chain. This will allow the public to understand and compare the steps that different organisations have taken to do their part in the fight against modern slavery.

Hayfin Capital Management LLP ("**Hayfin**") is a large organisation that carries on business in the UK, and is therefore subject to the requirement to publish an annual slavery and human trafficking statement. This document constitutes Hayfin's statement. This statement is published on behalf of Hayfin and references to "we", "us" or "our" are to Hayfin.

Hayfin

Hayfin was founded in 2009 and is today one of Europe's leading private credit platforms. We are headquartered in London and have offices in Amsterdam, Frankfurt, Luxembourg, Madrid, Paris, New York, Dubai, Singapore, Tokyo and Tel Aviv.

We take our corporate social responsibility seriously and are committed to having a positive social impact through the suppliers that we use, the staff that we employ, and the activities that we carry on. Any concerns that we have about modern slavery in our supply chain or staff will be treated as matters of the utmost importance.

Steps taken during the financial year

Our business operations and supply chains are relatively simple: we do not obtain material services from third parties and are not ourselves involved in the manufacture or supply of physical products. The majority of the service providers that we use are not based in high risk jurisdictions.

Our key resource is our staff, whose welfare we take extremely seriously. We conduct background checks on our new joiners and ask them to complete a new joiner questionnaire. Any concerns raised as part of this process will be investigated internally and treated as high priority concerns. This year we are reviewing and updating our new joiner questionnaire to ensure it continues to represent what we consider to be best practice.

We have an open and inclusive working environment and encourage our staff to contact our legal and compliance team with all legal and compliance concerns. If any issues in relation to modern slavery are identified then these should immediately be reported to David Rushford: Hayfin's general counsel.

We will continue to appropriately evaluate and modify policies and procedures to maintain accountability and mitigate risks for Hayfin and third parties.

This statement has been approved by the members of Hayfin Capital Management LLP.



David Rushford

Hayfin Capital Management LLP