

SYSTEMIQ – MODERN SLAVERY STATEMENT

Systemiq's mission is to accelerate the transition to a net-zero, nature-positive and more inclusive economy. We do this by building multi-stakeholder coalitions; advising leading companies, financial and public institutions; and investing into disruptive businesses that will scale new solutions across the energy, nature and materials systems.

In line with our mission, Systemiq recognises that all businesses have a responsibility to ensure that they trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout their organisations and supply chains.

Systemiq maintains a zero-tolerance approach to modern slavery within our business and supply chains. Our company is committed to:

- Acting ethically and with integrity in all our business dealings and relationships.
- Implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or in any of our supply chains.
- Ensuring there is transparency in our approach to tackling modern slavery risks consistent with our disclosure obligations under the Modern Slavery Act 2015.

Our annual statement seeks to illustrate that Systemiq understands its responsibility to go beyond legal compliance and how the company is committed to proactively addressing risks in our supply chain.

Company Structure

Systemiq Limited is the parent company of the Systemiq group (Company). The Company has over 350 employees worldwide and operates in the UK, Brazil, France, Germany, Indonesia and Netherlands.

Our Supply Chain

As a professional advisory company that is office-based, we consider the risk of modern slavery, servitude, compulsory labour and human trafficking existing within our direct business and supply chain to be lower risk. The goods and services we procure within our Company are limited and primarily relate to our advisory services, project activities, office buildings, facilities management, catering and IT.

Under our Systemiq Net Zero Procurement Policy we recognize the importance of responsible procurement practices that consider supply chain risk and we continue to evaluate our supply chain on an ongoing basis. Under our procurement policy process, we review key suppliers to ensure that we make responsible purchasing decisions that align with our values and mission under this Statement, key considerations include:

- (i) whether products are locally produced;
- (ii) environmental impact; and
- (iii) innovations adopted to support sustainability and societal improvement.

Policies, Practices and Procedures

As part of our wider Company values and mission in promoting ethical business, Systemiq have in place a variety of policies that underpin our commitment to this Statement, these include but are not limited to anti-bribery and corruption, anti-money laundering, ethical conduct, employee welfare and equal opportunities.

Over certain value thresholds of purchase, Systemiq will implement targeted supply chain-related due diligence questions under our Net Zero Procurement Policy, which are intended to assist in screening for potential risks related to this Statement.

We are a member, certified and/or participant of the following:

- Certified B-Corporation
- Commitment to the United Nations Global Compact
- Earth Economic Coalition (*Koalisi Ekonomi Membumi*)
- Member of World Business Council for Sustainable Development

We understand that there are certain areas that may give rise to higher modern slavery risks within our business engagement across multi-stakeholder coalitions; client partnerships and Systemiq's investment strategies.

As part of our initiative to identify and mitigate these indirect risks, we have implemented enhanced know-your-client ('KYC') due diligence processes, including tailored Risk Intelligence Screening systems that aim to:

- identify and assess potential risk areas in our supply chains;
- monitor potential risk areas in our business activities; and

- flag financial, regulatory and reputational risks.

Responsibility, Monitoring and Reporting

Our Executive Committee take responsibility for implementing and monitoring progress of our objectives under this Statement. Our Legal and Procurement teams are responsible for ensuring that we work with suppliers and clients who are aligned with our mission and values.

If Systemiq become aware of an instance of modern slavery or human trafficking occurring in any of our supply chains or business activities, Leadership will work to resolve the issue through legitimate and proportionate procedures.

Any issues identified in relation to modern slavery should be immediately reported to our Executive Committee and Legal team.

Our Whistleblowing Policy and Grievance Policy are communicated to all staff on our intranet and encourage our teams to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be respected.

More general issues arising in relation to the points outlined in this Statement should be reported to the Executive Committee.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, training sessions will be provided to our teams in high-risk areas to ensure we implement our objectives under this Statement. To enhance our training programme, additional content will be developed for our wider business awareness goals.

Approvals

Systemiq's Executive Committee approved this statement on 13 February 2024.

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Managing Partner

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Managing Partner

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's modern slavery statement for the financial year ended 31 December 2023.

Next Review: November 2024