

CD&R Artemis Holdco 1 Limited
and each of its subsidiaries
(together, the Huntsworth Group)

MODERN SLAVERY STATEMENT

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by the Huntsworth Group during the year ended 31 December 2020 to prevent modern slavery and human trafficking in its business and supply chains.

Our Business

The Huntsworth Group is a healthcare and communications business. Further detail on all our operations can be found at www.huntsworth.com.

Protecting our Staff

Huntsworth is committed to providing its workers (which is deemed to include employees, staff, contractors, freelancers and workers (together, **Workers**)) with safe, legal employment in a stimulating and rewarding environment. We are opposed to any form of slavery and human trafficking (**Modern Slavery**) and strive to ensure that it is prevented from occurring in our business and in our supply chains.

The Huntsworth Group aims to carry out all its business dealings in full compliance with applicable laws and with respect to internationally recognised, human rights standards in every location in which we operate.

Our Policies and Training

We provide training to all Workers and Directors and operate a range of internal policies, which are aimed at ensuring that we always conduct business in an ethical and transparent manner. Workers and Directors are required to comply with these policies and undertake the related training. In the context of preventing Modern Slavery, these policies include the following:

- *Code of Ethics Policy and an Ethical Trading Policy*, which together explain the manner in which we behave as an organisation and how we expect our Workers, Directors and suppliers to act. Each Worker and Director is responsible for upholding the principles and practices set out within both policies. Our overriding aim is to continue to build and support a culture which values openness, accountability and disclosure;
- *Human Resources policies*, that govern recruitment, equal opportunities and diversity in our workplaces, and which include, where appropriate, background checks for all Workers to safeguard against human trafficking or individuals being forced to work against their will;
- *Whistleblowing Policy*, which allows all Workers, through a confidential multichannel 24/7 whistleblowing service across the Huntsworth Group, to voice any concerns about treatment of colleagues, or practices within our business or supply chains, without risk of reprisals. All whistleblowing incidents reported via the helpline are taken seriously and are reported to the group's Chief Compliance Officer who, where appropriate, reports such matters directly to the Board for their consideration; and

- **Sanctions Policy**, which makes clear to Workers and Directors that we will not do business with any organisation or individual that is subject to economic or other sanctions issued by bodies such as the UN, USA Government, UK Government, and the EU.

We regularly review all these policies to ensure that they are fit for purpose and consistent with any changes in legislation and best practice. Workers and Directors are made aware of these policies, including during the induction period upon joining the Huntsworth Group. All Workers and Directors have access to such policies via a 24/7 online policy management portal.

Our Supply Chains

Given the nature of our business, we do not have an extensive supply chain network and consider that we are at a low risk of exposure to slavery and human trafficking. Our supply chains include recruitment agencies, cleaning and catering services, IT hardware and software providers, through to office fit out & maintenance services and document retention services. Few if any suppliers to group companies are significant in terms of the volume of business conducted with them, and many of them are small in size and based in the UK, US or other jurisdictions where group companies are based.

The Huntsworth Group recognises that it is vital to preserve the highest standards of integrity and transparency within its supply chains, so that those employed within them are not exposed to any form of exploitation. We are therefore selective in our choice of suppliers and conduct the necessary due diligence checks. However, our suppliers may have their own complex supply chains and it is therefore not practicable for us to have direct oversight or management of the working conditions of each supplier. To counter this, where possible, we aim to reduce complexity in our supply chains, so that any weaknesses can be more readily determined and dealt with through a risk-based assessment.

Our Effectiveness in Combatting Modern Slavery

A number of initiatives were introduced across the Huntsworth Group in 2018 and 2019 aimed at ensuring that slavery and human trafficking were not taking place in any part of the business or in any part of our supply chains. During 2020 the group has continued to prioritise its commitment to such initiatives, including the following:

- The business invested in a technology platform to further formalise the onboarding of suppliers and ensure that, amongst other matters, where a group entity enters into a contract with a new supplier, the relevant supplier formally acknowledges their adherence to modern anti-slavery principles.
- As part of the group's annual training and compliance agenda, each year, all worldwide Workers and Directors are required to watch an awareness video on Modern Slavery and read the policies referred to above to reinforce and raise continual awareness of modern slavery and human trafficking. As part of the 2020 annual policy renewal, all worldwide users were required to attest that they had watched the video and had read, understood and agreed to comply with such policies.

We are not aware of any incidents of Modern Slavery having been notified or identified during the period covered by this statement.

We believe that our culture of openness and accountability, when coupled with our policies and procedures, is effective in combatting the risk that Modern Slavery could be found in our business or in our supply chains. If an instance of Modern Slavery were to be uncovered, the Huntsworth Group believes that it would be well placed to take swift and appropriate remedial action in line with the

ethical values that underpin its business. We remain committed to further enhancing and strengthening effective systems and controls, on an on-going rolling basis, to safeguard against and mitigate the risk of Modern Slavery taking place within our business or supply chains.

This statement was approved by the Board of Directors of CD&R Artemis Holdco 1 Limited in its capacity as parent to the Huntsworth Group on 11th March 2021.

Signed

A handwritten signature in black ink, appearing to read 'Paul Taaffe', written in a cursive style.

Paul Taaffe
Chief Executive Officer
Huntsworth Group