

## Modern Slavery Statement

This is a joint Modern Slavery Statement on behalf of Orchard Street Investment Management LLP and Orchard Street Investment Advisers Limited (together "Orchard Street") relating to section 54 of the Modern Slavery Act 2015 ("MSA").

Public Health England define modern slavery as an exploitative crime that impacts on the physical and mental health of survivors. Modern slavery can take various forms including (but not limited to) slavery, servitude, forced labour and human trafficking. Orchard Street is committed to running our business in such a way that we respect human rights and seek to follow industry standards and best practice.

By proactively addressing this issue, Orchard Street seeks to raise awareness across the UK Real Estate Sector and make clear that supporting Modern Slavery practices (directly or indirectly) should not be tolerated in any form and does not align with our business core values or culture.

No modern slavery concerns have been identified in our current supply chain and our Service Provider Selection Policy continues to ensure that we only appoint reputable suppliers and service providers in our supply chains.

This statement has been prepared in consultation with Orchard Street's senior executives. The Board of Orchard Street has reviewed and approved this statement.

A handwritten signature in black ink, appearing to read "Philip Gadsden", enclosed in a light grey rectangular box.

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**Philip Gadsden**

Managing Partner

Orchard Street Investment Management LLP

**3<sup>rd</sup> November 2022**

## **Firm Background**

Orchard Street is a direct and indirect real estate investment manager. Our clients are regulated UK pension funds and a sovereign wealth pension fund. All of the real estate assets acquired and managed by Orchard Street are situated in the UK and all suppliers appointed by Orchard Street are reputable and experienced service providers which are well established and well known in the UK real estate industry.

Although we do not hit the turnover threshold required to make a modern slavery statement under section 54 of the MSA, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to tackle modern slavery and human trafficking in our business and in our supply chains.

Our supply chains are predominantly made up of the following:

- UK registered professional service advisors, primarily; RICS registered real estate commercial investment, letting and managing agents; Lawyers authorised and regulated by the Solicitors Regulation Authority in England and Wales and; Accountants authorised and regulated by the Institute of Chartered Accountants in England and Wales.
- UK based Building Contractors and related service providers and professionals engaged in the due diligence, construction and refurbishment of the direct real estate assets we manage.
- IT consultants and infrastructure support providers in respect of the IT employed in the running of our business and delivery of our services.
- UK based Consultants engaged in environmental, social and governance aspects of the Orchard Street business.

## **Our Commitment**

- We are committed to ethical trading principles and to acquiring goods and services without harm to others.
- We act with integrity in all our business relationships and by implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.
- We review this statement on an annual basis to make sure it is up to date and to document our progress and the effectiveness of our policies in combatting slavery and human trafficking.
- Orchard Street's Equality, Diversity and Inclusion Policy commits us to encouraging equality, diversity and inclusion for all employees, workers, and job applicants, and eliminating unlawful discrimination.

## **Due Diligence**

To help identify and monitor the risk of slavery and human trafficking in our supply chain, Orchard Street has developed a Service Provider Selection Policy and due diligence questionnaires designed to ensure that we only appoint reputable suppliers and service providers. Prior to being appointed, all service providers must provide information to demonstrate compliance with legal and regulatory requirements.

We do not employ contract workers directly, but we recognise contract workers are employed via our supply chains. We therefore only seek to appoint service providers who adhere to Orchard Street's anti-slavery and human trafficking standards.

## **Reporting Concerns**

If staff have any concerns linked to modern slavery, these should be reported to their line manager, or Orchard Street's Managing Partner.

Orchard Street's Whistleblowing Policy enables employees (including temporary or permanent employees, contractors, agency workers and interns) to raise any concerns they may have about illegal or improper behaviour by anyone connected to Orchard Street, without fear of victimisation, discrimination or disadvantage.

## **Responsibility**

Philip Gadsden as Managing Partner has overall responsibility for ensuring this statement satisfies our legal and moral obligations, as well as ensuring that our supply chain adheres to our zero-tolerance approach to modern slavery.

## **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff, where we deem it to be necessary.

**3<sup>rd</sup> November 2022**