

## **Modern Slavery and Human Trafficking Statement**

### **Financial year ending 31 December 2019**

Genesis Investment Management, LLP (referred to as "Genesis", "we" or "our" in this statement), provides investment management services to an institutional client base from offices in London.

Section 54 of the UK Modern Slavery Act (2015) requires commercial organisations operating in the UK with an annual turnover in excess of £36m to produce a slavery and human trafficking statement for each financial year of the organisation.

Modern slavery and human trafficking have a devastating effect on countries and communities around the world. We believe that given the nature of services that we offer, the risk of involvement in modern slavery and human trafficking is low. However, Genesis recognises the important role that companies have in ensuring they are not knowingly or unwittingly used to facilitate human trafficking or modern slavery in any form. To this end, all necessary steps are taken to ensure that our business and supply chain remains free of slavery and human trafficking.

Genesis is committed to ensuring that all employees are treated with dignity and respect and that the highest ethical standards are observed at all times. All new hires are subject to a thorough background screening process, which includes criminal and credit checks. The interview process and formal induction also ensures that new hires are aware of the high standards set by Genesis and the expectations placed on all staff members.

This statement is supported by our existing policies and procedures in respect of Whistle Blowing, Anti-Money Laundering, Dignity at Work and Anti-Bribery and Corruption, along with our Code of Ethics and Staff Handbook. Ongoing training is provided to staff on a number of themes including business ethics.

In procuring the services of suppliers, Genesis has a detailed procurement procedure and is careful to only engage with businesses that conduct themselves with the highest standards of integrity. Genesis' suppliers and service providers include financial service firms, lawyers, accountants, auditors, information technology specialists, as well as a number of providers of general office equipment and services. Appropriate levels of due diligence are applied to all new and existing providers.

Genesis will continue to review its business and supply chain to identify risks posed in terms of slavery and human trafficking. Robust policies and procedures will be maintained to ensure they remain effective for the purposes of this statement.

This statement was approved by the Operating Board on 10 June 2020.



**Chris Ellyatt**

**Designated Member**

**Genesis Investment Management, LLP**