

Redburn Atlantic

Modern Slavery Statement for year ended 31 December 2022

Introduction

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Redburn (Europe) Limited and its subsidiaries (collectively “the Group” or “Redburn Atlantic”) have taken and are continuing to take to ensure that modern slavery or human trafficking is not taking place within Redburn Atlantic's business or supply chain.

Redburn Atlantic's Modern Slavery Policy

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Redburn Atlantic has a zero-tolerance approach to any form of modern slavery and is committed to acting ethically in all business dealings and to safeguard against any form of modern slavery taking place within its business or supply chain.

Our Business and Structure

Redburn Atlantic's principal activity is to provide execution and research services to professional and institutional investors and in 2022, the Group also recognised its first revenues derived from the provision of equity capital markets services. During 2022 the Group had employees in the United Kingdom, France, Spain and the United States of America. Redburn Atlantic's principal office is based in London.

The average number of Group employees for the year ended 31 December 2022 was 207. Group turnover for that period was £68.5m.

During 2022 the Company became a subsidiary of Rothschild & Co Continuation Holdings AG.

Fair Pay

Management is committed to ensuring that all directly employed and contracted employees receive fair remuneration for the job they perform.

Staff Recruitment

Almost all of Redburn Atlantic's employees are employed directly and on a permanent basis. New employees are recruited primarily through recruitment and executive search agencies and are subject to checks to ensure they are genuine applicants and have the right to work in the relevant jurisdiction. These checks include verification of identity, references, evidence of qualifications, as well as criminal and financial checks.

Our Supply Chain

The key categories of supplier within the Group's supply chain during 2022 were as follows:

- Research and data services.
- IT consultancy and software services.
- Telecoms services.
- IT hardware and other office equipment.
- Third party brokers and settlement agents.
- Professional services (lawyers, accountants and other advisors).
- Print and distribution services.

**Redburn
Atlantic**

 Rothschild & Co

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Redburn (Europe) Limited (trading
as Redburn Atlantic) is authorised
and regulated by the FCA.



- Office cleaning and other office facilities services.
- Hotels & restaurants, including event space for conferences.
- Air and train travel.
- Architectural design services
- Insurance services
- Corporate benefit services

The Group operates in a regulated industry which employs skilled staff to produce high value-added output. The nature of what the firm does and its reputable supplier list, has led the firm to believe that there is a low risk of slavery or human trafficking arising in connection with its business activities.

Nevertheless, Redburn Atlantic is not complacent and as part of its initiative to identify and mitigate the risk of human slavery and human trafficking in its supply chain, a review of the list of the Group's major suppliers' own approach to combatting modern slavery was undertaken. These suppliers included suppliers operating in higher risk business areas, such as cleaning services. Staff of Redburn Atlantic's current supplier of cleaning services are paid the London Living Wage. In some cases, additional due diligence was also undertaken. No concerns were identified through this exercise.

Employee Awareness

The Group's employee handbook sets out all its employment policies and procedures. It includes details of its Modern Slavery policy and the expectations the Group has of all employees in this regard.

Approval of this statement

This statement was approved by the Board of Directors on 18 July 2023.

Adam Young (Director)