

Modern Slavery Statement

Dundas Partners LLP (Dundas) is committed to preventing acts of modern slavery and human trafficking from occurring within both its business and supply chains. As such we have committed to voluntarily publishing a Modern Slavery Statement; we are currently below the mandatory threshold requirements.

This statement is made pursuant to section 54 of the United Kingdom's Modern Slavery Act 2015.

At Dundas we conduct our business ethically and with integrity. We behave responsibly and pay fair remuneration for work done. We are committed to:

- the prevention of modern slavery, in all its forms, both in our business and in our supply chains as part of maintaining our reputation and the confidence of our investors and business partners;
- enforcing effective systems and controls designed to address the risk of slavery and human trafficking; and
- acquiring goods and services without causing harm to others.

We will not do business with suppliers involved in any form of slavery. If you have any concerns or suspicions, we should know about then please contact our Partner responsible for Governance and Compliance on 0131 226 5657 or report your concern in accordance with our Complaints policy.

Our business and supply chains

Dundas manages assets for institutional and professional clients worldwide. Our core investment conviction is that dividend growth is the unsung hero of long-term global equity return. We focus on finding the best dividend growth companies for our portfolios.

Based in Edinburgh, Scotland, our guiding principle of independence is underpinned by our partnership structure and internally generated research. By co-investing in the strategy, we believe our team is aligned with the firm's philosophy and the interests of our clients. Our philosophy remains unchanged since inception.

Our principal third party suppliers are professional services firms providing services to enable us to deliver investment management services to our clients. We engage with businesses that supply services related to the running of our premises (e.g., cleaning, utility, health and safety), IT, accounting and HR.

All third party suppliers engaged in providing products and services to Dundas monitored as per our Vendor Policy. Individual partners in the firm are 'vendor champions' and have responsibility to manage the vendor relationship, conduct regular due diligence and highlight any concerns. Dundas is committed to working with vendors who have high standards of conduct and enforce good practice through their organisation.

Compliance

Since the adoption of the Modern Slavery Act 2015, Dundas has committed to embedding the principles into our business framework through:

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- assessing the risk of modern slavery in our business and our supply chains;
- assessing our approach to such risk;
- Board level discussion.
- developing a Modern Slavery Statement which sits alongside our Vendor Policy (approved by the firm's Compliance and Audit Committee on an annual basis);
- identifying standards against which to assess our progress on slavery and human trafficking issues; and
- integrating consideration of modern slavery and human trafficking in our Vendor Policy framework.

Our Vendor Policy reflects our commitment to conducting business ethically and with integrity and to enforcing systems and controls designed to ensure slavery and human trafficking is not taking place in our business or in our supply chains. The Policy applies to all staff and to our suppliers.

Dundas' Employee Code of Conduct and our policies on equal opportunity and diversity policy and whistleblowing empower our employees and contractors to report concerns in confidence without fear of retaliation.

Risk Assessment

We have evaluated the nature and extent of our exposure to the risk of modern slavery and human trafficking. While we consider the risk of slavery or human trafficking occurring within our business or supply chain to be low, we recognise that particular types of suppliers (e.g., those employing lower-wage staff) are likely to present a higher risk of slavery and human trafficking.

Training

Team training is key to highlighting the potential human rights and modern slavery risks we could be exposed to. Our current induction and on-going annual training for employees includes Code of Conduct training which focuses on:

- conducting business in full compliance with all applicable laws and regulations, and in accordance with the highest ethical standards,
- having effective systems and controls within the business to mitigate risk.

Future steps

We will continue to monitor the effectiveness of our processes and procedures to prevent modern slavery and human trafficking in our business and our supply chains and take steps to ensure that they remain appropriate. Over the course of the next year, we intend to take the following actions to build on the steps taken so far:

- continue to keep our procurement and outsourcing policies and processes under review;
- further embedding consideration of modern slavery and human trafficking in the ongoing oversight of our suppliers, including through supplier questionnaires.

This policy will be reviewed annually, or when there is a material change. It sits alongside the Vendor Policy and Vendor Grid.