

# Panmure Gordon

## Modern Slavery Statement

This statement has been prepared pursuant to section 54 of the Modern Slavery Act 2015 (the "**MSA**") and constitutes Panmure Gordon (UK) Limited; Panmure Gordon Group Limited; and Panmure Gordon Securities Limited (together "**Panmure Gordon**") slavery and human trafficking statement for the financial year ending 31 December 2021.

As a specialist UK Investment Bank, Panmure Gordon provides corporate broking, advisory, research and execution services to small and mid-cap corporates and investment companies.

We have zero tolerance to slavery and human trafficking, and we are committed to acting responsibly, which includes ensuring that modern slavery and human trafficking does not take place in any part of our business.

Panmure Gordon does not act as a producer, manufacturer, or retailer of any physical goods. As a provider of financial services our supply chain is relatively simple and comprises primarily business services, including professional advisers.

### Our policies on slavery and human trafficking

Panmure Gordon has a zero-tolerance approach to any form of modern slavery and human trafficking. We are committed to conducting business in an ethical manner and are currently working on a robust environmental, social and governance ("**ESG**") programme throughout our business, policies and practices, inclusive of an MSA programme in support of this statement.

Our Employee Handbook sets out key policies for employees which contribute to our strict stance against modern slavery and underpins our business principles of acting responsibly and with integrity, amongst colleagues and with our partners. These include, but are not limited to, those relating to equal opportunity, anti-discrimination and harassment, grievance mechanisms and whistleblowing.

### Ongoing Commitment

Panmure Gordon will continue to build upon its exiting efforts to combat modern slavery and trafficking across its operations and supply chains, as appropriate.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2021. It was approved by the Executive Committee..

NAME AND SIGNATURE OF DIRECTOR:



PANMURE GORDON (UK)

LIMITED Date: 31 December 2021