

MODERN SLAVERY ACT 2015 STATEMENT

This statement on modern slavery and human trafficking is made by Pictet Asset Management Limited, an entity of the Pictet Group, in accordance with section 54(1) of the Modern Slavery Act 2015.

We do not tolerate modern slavery or human trafficking, and this statement details the steps we have taken to ensure that they do not occur within our business or our supply chains for the financial year ending 31 December 2020.

Our Business

Pictet Asset Management is an independent asset manager overseeing a range of equity, fixed income, alternative and multi asset products. We provide specialist investment services through segregated accounts and investment funds to some of the world's largest pension funds, financial institutions, sovereign wealth funds, intermediaries and their clients.

We believe that, due the nature of our business, the risk of our involvement in modern slavery and human trafficking is low. Many of our suppliers are also professional services organisations, including law firms, banks, and accountants who themselves present a low risk of modern slavery and human trafficking.

The steps that we have taken to prevent modern slavery and human trafficking in our organisation and supply chains include:

Our recruitment and onboarding process ensures that all new employees can confirm their identity, have the right to work in the UK, are remunerated above the minimum wage threshold, and are not subject to forced labour. In relation to our supply chain, all of our major suppliers are subject to an appropriate level of due diligence.

Our Employee Handbook and whistleblowing policy reinforce our commitment to creating a workplace that respects each employee's human rights. Our Protection of Personal Integrity in the Workplace Directive also provides a free confidential service for employees to discuss and report unethical behaviour. This is supported by training delivered to all employees on topics including but not limited to, diversity, anti-money laundering, bribery and corruption. All employees are expected to act in accordance with these policies and annually attest their continued understanding of several of them.

We also pride ourselves on our approach to responsible investing. We launched our first sustainable fund in 1999 and signed the United Nations Principles for Responsible Investment in 2007. We subsequently signed the United Nations Principles for Responsible Banking in 2019 as a complementary next step. We have also formed a dedicated environmental, social, and governance (ESG) team who systematically incorporate ESG factors into our investment portfolios and now offer to support ESG qualifications for all employees.

We are continuing to engage with our employees and suppliers to ensure that modern slavery and human trafficking are not taking place within our business or supply chain.



*for and on behalf of
Pictet Asset Management Limited*
