

Modern Slavery and Human Trafficking Statement 2021

This statement is made by Union Investment Institutional GmbH ("UIN") pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes UIN's slavery and human trafficking statement for the financial year ending 31 December 2021.

UIN endorses the UK Modern Slavery Act 2015 by publishing this statement to outline the steps taken to prevent slavery and human trafficking in its own operations and supply chains. As a member of DZ Bank Group, which is at the forefront of sustainability, UIN is committed to taking steps to ensure that human right abuses in any way are recognised and eradicated in our business and supply chains.

Our Business

UIN is a leading fundamental asset manager for some of the world's largest institutional investors. We have been specialising in equities, fixed income, multi-asset and real estate for more than 60 years. Our parent organisation, Union Investment Group, manages total assets in value of EUR 368 bn worldwide for both retail and institutional investors. As a signatory of the United Nations Principles of Responsible Investment, we integrate ESG criteria in our investment processes. UIN is a financial services institution in compliance with the German Banking Act and is registered with and supervised by the Federal Financial Supervisory Authority ("BaFin") in Germany. UIN is authorised and regulated by the FCA (FRN: 581950) for its UK business.

Policies and Commitments

UIN is committed to the highest ethical standards in the conduct of its business worldwide and we expect our suppliers to uphold the same values. Therefore, we ask our suppliers to fill out a form which contains several questions regarding sustainability, including the duty to pay the statutory minimum wage to their employees.

UIN will not knowingly support and/or do business with any suppliers who are involved in modern slavery or human trafficking. In case of non-compliance, we reserve the right to take any appropriate measures, including the termination of any contract with such supplier.

We are further reviewing our policies and sample contracts to include, where appropriate, commitments addressing slavery and human trafficking considerations in our business activities, supply chains and investment decisions.

Supplier Due Diligence

The majority of our suppliers are Germany-based and supply standard goods or services. In choosing our suppliers we do not simply choose on cost-based principles but recognise that there are areas of potentially higher risk and that some services involve relatively high levels of contracted labour.

We have dedicated money Laundering and compliance officers who are alert to the risk of financial crime and the risk of modern slavery.

Training and Awareness

We are committed to promoting and maximising awareness of modern slavery risks across our organisation. For that matter, UIN will use its internal communication vehicles to increase our employees' receptiveness of such issues.

Board Approval

This statement has been approved by the management board of Union Investment Institutional GmbH.