

## **UK MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **Introduction**

This statement has been published in line with Section 54 of the Modern Slavery Act 2015. It sets out the steps taken by Matter Real Estate LLP (“Matter”) for the period ending 31 December 2022 to prevent modern slavery and human trafficking in its own business operations and supply chains.

Matter is an investment manager who invests in real estate businesses located in the UK and across Northern Europe.

Matter does not meet the reporting threshold which requires a company to publish a UK modern slavery and human trafficking statement. However, as conducting our business in an ethical and honest way is fundamental to how we operate and how we expect our suppliers to operate, the Matter Management Committee has decided to proactively issue this statement. Matter will continue to monitor the risk of modern slavery and human trafficking in its business and supply chain and put into place steps to assess and manage that risk.

### **Policies on Modern Slavery and Human Trafficking**

Matter has policies in place to protect its employees and their labour rights in its operations including policies around equal opportunities, anti-harassment and bullying, holidays and absence and maternity and paternity leave and health and safety. Compliance with these policies is monitored by the Matter Management Committee and reviewed on an annual basis with ad-hoc updates as necessary.

Matter is committed to responsible supply chain management and its objective is to comply with all applicable laws and regulations and strives for best practice with regard to responsible supply chain management. Matter also expects its suppliers, contractors and their representatives to conduct all business activities in full compliance with all applicable laws and regulations.

### **Other Governance and Related Policies**

- Matter’s Environmental, Social and Governance Policy documents its approach to working with its key stakeholders and partners.
- Matter’s Code of Conduct and Treating Customers Fairly Policy aims to establish and communicate a high ethical standard for members and employees and that

Matter conducts its business fairly, impartially and in an ethical and proper manner and in full compliance with all laws and regulations.

## **Risk Assessment**

We continually review and assess potential risk areas in our supply chains.

Matter's direct employees are office based and located in the UK and are subject to UK employment protections. Therefore taking this into account along with our own processes and procedures we have a low risk of modern slavery or human trafficking.

As a small growing investment business, Matter's suppliers are trusted long term suppliers and who are predominantly professional services providers. Therefore, Matter considers its supply chain to be low risk however it will keep this under review and any new supplier will be considered on a case by case basis to identify any steps that should be taken.

Matter's portfolio companies are located in the UK, Ireland and Northern Europe; currently Sweden and Denmark, their staff are office based and subject to the local employment laws and practices. However Matter recognises that its investees acquire and develop property, therefore we plan to contact all our investee companies to remind them of our Supplier Code of Conduct and our UK Anti- Slavery Policy in order to flag the risk and seek to prevent modern slavery occurring in our supply chain.

## **Looking Forward**

Matter recognises that modern slavery and human trafficking requires constant commitment and vigilance. We intend to make the following further steps to combat modern slavery and human trafficking:

- To keep our supply chain under review and to publish a Supplier Code of Conduct including an UK Anti- Slavery Policy section and issue it to our investee companies.
- To monitor any need for further action and to respond effectively to new risks as they are identified.

This Statement has been approved by the Management Committee of Matter Real Estate LLP who will review and update it annually.



David Christie, Chief Executive Officer

Matter Real Estate LLP

24 March 2023