

FBC Modern Slavery Statement

Fund Boards Council's Code of Ethics defines high standards of ethics and business conduct that we expect from our own organisation, employees and consultants/contractors. Through the FBC Whistleblower Policy and processes, we encourage all employees (and consultants/contractors) to report any concerns related to the activities of FBC including any circumstances that may give rise to an enhanced risk of slavery or human trafficking.

We are committed to preventing acts of modern slavery and human trafficking within our business and we support a zero-tolerance approach to modern slavery. To achieve this goal, we aim to do business only with counterparties and partners who respect the human rights in all their business activities and prohibit the use of forced labour.

This makes clear that we expect all our associates (our members and any service providers or suppliers) to comply with this Statement and to ensure that working conditions in their operations meet (or exceed) international labour standards. In particular, all business entities associated with FBC should ensure that:

- there is no forced labour and employment is freely chosen
- the right of freedom of association is respected and encouraged by the employer
- no child labour is used
- living wages are paid (wages should always be enough to meet basic needs and to provide some discretionary income)
- no harsh treatment is used, or discrimination practised
- workers are not pressurised to undertake overtime they do not wish to do

This statement is published in accordance with section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.