

Introduction

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Redburn (Europe) Limited (the “Company”) and its subsidiaries (collectively “the Group” or “Redburn Atlantic”) have taken and are continuing to take to ensure that modern slavery or human trafficking is not taking place within Redburn's business or supply chain. In August 2023, the Company acquired the majority of the business of Atlantic Equities LLP and traded under the name Redburn Atlantic from acquisition date.

Redburn Atlantic's Modern Slavery Policy

Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

Redburn Atlantic has a zero-tolerance approach to any form of modern slavery and is committed to acting ethically in all business dealings and to safeguard against any form of modern slavery taking place within its business or supply chain.

Our Business and Structure

Redburn Atlantic's principal activity is to provide execution and research services to professional and institutional investors. Since 2022 the Group has also recognised revenues derived from the provision of equity capital markets services. During 2023 Redburn Atlantic had employees in the United Kingdom, EU, Switzerland and North America. Redburn's principal office is based in London. The average number of Group employees for the year ended 31 December 2023 was 254. Group turnover for that period was £75.2m.

Fair Pay

Management is committed to ensuring that all directly employed and contracted employees receive fair remuneration for the job they perform.

Staff Recruitment

Almost all of Redburn Atlantic's employees are employed directly and on a permanent basis. New employees are recruited primarily through recruitment and executive search agencies and are subject to checks to ensure they are genuine applicants and have the right to work in the relevant jurisdiction. These checks include verification of identity, references, evidence of qualifications, as well as criminal and financial checks.

Our Supply Chain

The key categories of supplier within the Group's supply chain during 2023 were as follows:

- Research and data services.
- IT consultancy and software services.
- Telecoms services.
- IT hardware and other office equipment.
- Third party brokers and settlement agents.
- Professional services (lawyers, accountants and other advisors).
- Print and distribution services.
- Office cleaning and other office facilities services.
- Corporate travel and events.
 - Architectural design services
 - Insurance services
 - Corporate benefit services

Redburn Atlantic Modern Slavery Statement for year ended 31 December 2023

The Group operates in a regulated industry which employs skilled staff to produce high value-added output. The nature of what the firm does and its reputable supplier list, has led the firm to believe that there is a low risk of slavery or human trafficking arising in connection with its business activities.

Nevertheless, Redburn Atlantic is not complacent and as part of its initiative to identify and mitigate the risk of human slavery and human trafficking in its supply chain, a review of the list of the Group's major suppliers' own approach to combatting modern slavery was undertaken. These suppliers included suppliers operating in higher risk business areas, such as cleaning services. Redburn Atlantic's current provider of cleaning services complies with UK national Living Wage legislation and produces its own Modern Slavery Policy Statement.

Employee Awareness

The Group's employee handbook sets out all its employment policies and procedures. It includes details of its Modern Slavery policy and the expectations the Group has of all employees in this regard.

Approval of this statement

This statement was approved by the Board of Directors on 11 June 2024.

A handwritten signature in black ink, appearing to read 'A. Young', is written over a light grey rectangular background.

Adam Young (Director)