

Slavery and Human Trafficking Statement for the financial year ended 31 December 2025

UK Modern Slavery Act

This statement is made by certain subsidiaries of CVC Capital Partners plc, as listed below (the Entities), which are required to publish a Modern Slavery Statement.

Adopting the applicable international law definitions as their starting point, the Entities understand the concept of 'modern slavery and human trafficking' for these purposes to comprise at least the principles espoused in Article 3 of the Palermo Protocol and Article 2 of the International Labour Organisation Forced Labour Convention 1930.

CVC Capital Partners plc and its subsidiaries (together the Group) are committed to maintaining consistently high business and ethical standards and seek to prohibit any form of modern slavery or human trafficking within the Group's own business and supply chains.

More information on all the matters below can be found in the Group's latest Sustainability Statement, published within the CVC Capital Partners plc [FY25 Annual Report and Accounts](#).

1. Organisation structure and supply chains

Organisation structure

CVC Capital Partners plc, a global private markets manager focused on seven strategies across Private Equity, Secondaries, Credit and Infrastructure, is a company whose shares are listed and traded on Euronext Amsterdam.

Pursuant to the UK Modern Slavery Act (MSA) any large commercial organisation which supplies goods and services and carries on a business, or part of a business, in the UK must produce an annual 'slavery and human trafficking statement'.

This Modern Slavery Statement has been prepared to meet this requirement for the relevant subsidiaries of the Group:

- **CVC Advisers Limited**, a private limited company formed under the laws of England and Wales, whose business is primarily that of procuring equity investments and providing related advisory services in relation to certain types of management buy-outs, strategic restructurings and venture capital transactions on behalf of Group companies. The company is authorised by the Financial Conduct Authority (FCA) in connection with the conduct of those activities subject to the provisions of the UK Financial Services Act 2012 and the Financial Services and Markets Act 2000 (the Acts).
- **CVC Credit Partners Investment Management Limited** is a private limited company formed under the laws of England and Wales, whose principal activity is to manage and advise various types of debt investment funds. The company is a member of, and authorised by, the FCA in connection with the conduct of those activities subject to the provisions of the Acts.
- **CVC Credit Partners European CLO Management, LLP** is a limited liability partnership formed under the laws of England & Wales, whose business is primarily acting as originator and collateral manager of CVC European Collateralised Loan Obligations (CLOs) and investing in CLO securities. The partnership is authorised by the FCA in connection with the conduct of those activities subject to the provisions of the Acts.
- **CVC Secondary Partners, LLP** is a limited liability partnership formed under the laws of England & Wales, whose principal activity is to act as an investment manager and investment adviser to funds focusing on secondary investments in private market assets. The partnership is authorised by the FCA in connection with the conduct of those activities subject to the provisions of the Acts.

Oversight of modern slavery risk

As with all sustainability matters, the CVC Capital Partners plc Board provides oversight on modern slavery and delegates day-to-day responsibility on sustainability matters and risk management to the Sustainability Committee and Management Risk Committee. The Sustainability Committee is responsible for assessing and monitoring material sustainability matters, and the Management Risk Committee is responsible for monitoring, managing and overseeing risk, including sustainability risk, and overseeing business conduct.

CVC's [Responsible Investment Policy](#) sets out the Group's approach to the management and oversight of material sustainability factors within its investment processes.

Supply chain

As a provider of investment advisory and management services, a large proportion of the Entities' suppliers are 'low risk' professional services providers, as confirmed by each Entity in the respective supplier reviews.

As part of continuous improvement efforts of the Procurement-led supplier onboarding process, the Third-Party Risk Management process was reviewed and enhanced in 2025, in line with subject matter expert input.

2. Policies in relation to slavery and human trafficking

The Group has a number of policies relevant to slavery and human trafficking as detailed below:

Employee Handbooks

The Entities' Employee Handbooks set out the Group's requirements with regards to modern slavery and human trafficking, and the handbooks direct employees to the Group's whistleblowing policy should any employee have concerns in relation to compliance with these requirements by the Group's employees or any of its suppliers.

UN PRI signatories

Each of the strategies within which the Entities operate is a signatory to the United Nations-sponsored Principles for Responsible Investment (PRI)¹. The Group is committed to implementing the PRI's Six Principles with a view to aligning the investment activities of funds managed or advised by the Group with the interests of wider stakeholders. In addition, during the investment process CVC takes into account the ten principles of the UN Global Compact (UNGC), including Principle 1: The protection of internationally proclaimed human rights, and Principle 4: The elimination of all forms of forced and compulsory labour.

Responsible Investment Policy

The [Responsible Investment Policy](#) defines the Group's approach to managing material sustainability factors within investment processes. It is supplemented by asset-level guidelines, which provide more detail on responsible investment activities in the different strategies.

The Responsible Investment Policy has been drafted to align with the PRI's Six Principles. In addition, CVC considers a number of frameworks and international standards in its responsible investment approach including, but not limited to, the Science-Based Targets initiative (SBTi), the Sustainability Accounting Standards Board (SASB) standards, the 10 principles of the UNGC and the Task Force on Climate-related Financial Disclosures (TCFD).

Human Rights Policy

The Group-level Human Rights Policy, which was finalised during 2025, specifies minimum standards and principles for identifying and managing human rights risks across investment strategies. This includes a zero-tolerance approach to modern slavery, forced labour, child labour, and human trafficking. The Policy is supplemented by strategy-specific policies and guidelines that align with the standards set out at the Group level.

The policy references the United Nations Universal Declaration of Human Rights and the International Labour Organisation core labour standards, and is guided by the human rights due diligence framework set forth in the UN Guiding Principles on Business and Human Rights. It also draws upon principles from the PRI, the UNGC, and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct.

3. Due diligence processes

Supplier due diligence

Our Third-Party Risk Management process enables relationship owners to complete an Initial Supplier Assessment for relevant third-party engagements. This assessment incorporates due diligence questions relevant to modern slavery and human rights.

Contractual clauses setting out CVC's zero tolerance approach to the use of slavery and human trafficking are typically included in contracts entered into by the Group.

¹ CVC Capital Partners since 2012, with CVC Secondary Partners and CVC Credit joining in 2021.

Should the Group or an Entity identify a reasonable cause for concern that a supplier represents a high risk of modern slavery or human trafficking that is not being adequately addressed, the Group will either request that the supplier addresses these concerns within a pre-determined time period, or discontinue their engagement, depending on nature of the issues identified. The Group may also report any such supplier to the relevant authorities, where appropriate. To date the Group has not identified any causes for concern regarding compliance with our expectations of suppliers.

For any concerns, including those related to modern slavery, employees can raise grievances through any or all of the following avenues: the whistleblowing hotline, which can protect user anonymity; the Compliance team; the People team; and national contact points such as the UK Modern Slavery and Exploitation Helpline.

Investment due diligence

When pursuing new investment opportunities, as part of due diligence, the investment team typically checks public sources for sustainability information relevant to the prospective investment, including adverse sustainability matters such as incidents of modern slavery. Each investment team carries out further due diligence processes depending on nature of the investment and what sustainability factors have been determined to be relevant – for more detail, please refer to the Group's latest [Sustainability Statement](#).

4. Risk assessment and management

Given the nature of the business conducted, the Group recognises that the risk of direct exposure to slavery and human trafficking is low. However, it is understood that there is a varying degree of inherent slavery and human trafficking risk when dealing with certain regions, and in relation to certain goods and supplies. The Group has determined that the greatest level of risk is more likely to exist indirectly, via supply chains.

Suppliers

As a provider of investment advisory and management services, a large proportion of the Group's suppliers are 'low risk' professional services providers. In 2025, we screened over a third of our active suppliers for modern slavery risk using adverse media screening.

Investments

As set out in CVC's [Responsible Investment Policy](#), during an investment's holding period, where there is the opportunity to do so, CVC engages with investee companies, borrowers, and sponsors, to monitor their sustainability maturity and performance, including matters related to modern slavery. This helps the Group identify and respond to material risks and opportunities, with the aim of creating value and to drive continuous improvements. The Group seeks to monitor sustainability risks and engage with management or private equity sponsors as appropriate and practicable within the context of the transaction or investment.

Further, CVC's Human Rights Policy specifies minimum standards and principles for identifying and managing human rights risks across investment strategies. This includes a zero-tolerance approach to modern slavery, forced labour, child labour, and human trafficking. The Policy is supplemented by strategy-specific policies and guidelines that align with the standards set out at the Group level.

5. Key performance indicators to measure the effectiveness of steps being taken

The KPIs set out below are tracked and disclosed at Group level in the Group's fully assured CSRD-aligned FY25 [Sustainability Statement](#).

- Number of severe human rights incidents
- Percentage of new investments where sustainability is considered
- Percentage participation in annual sustainability monitoring programmes

For the full description, scope and context of these metrics, please refer to the Sustainability Statement.

6. Training on modern slavery and trafficking

CVC continues to raise awareness and educate our employees in relation to the Modern Slavery Act's implications across our businesses.

Following the publication of the Human Rights Policy, investment processes across all strategies have been aligned to include human rights considerations.

The Group's policies, standards and governance framework clearly communicate the expectations regarding modern slavery and human trafficking. Employees are encouraged to any concerns through the Group's whistleblowing procedures, including concerns relating to compliance with these expectations by the Group, its suppliers, or its employees.

In summary, through the application of Group policies and processes, the Group is committed to continuing to take positive steps pursuant to its aim of prohibiting any form of modern slavery within our own business and supply chains.

The above statement is made pursuant to section 54 of the MSA and constitutes each Entity's slavery and human trafficking statement for the financial year ended 31 December 2025.

Signed and dated:



CVC Advisers Limited, Director



CVC Credit Partners Investment Management Limited, Director



CVC Credit Partners European CLO Management, LLP, acting by a director of CVC Credit Partners European CLO Management (Holdings) Limited, its voting member



CVC Secondary Partners, LLP, Member