



**Bain Capital UK Group
2020 Modern Slavery Act Transparency Statement**

Business Overview

Bain Capital, LP (“Bain Capital”) is one of the world’s leading private multi-asset alternative investment firms with over \$130 billion in assets under management that creates lasting impact for our investors, teams, businesses and the communities in which we live. Founded in 1984, Bain Capital pioneered a consulting-based approach to private equity investing, partnering closely with management teams to offer the insights that challenge conventional thinking, build great businesses and improve operations. Over time, Bain Capital has organically expanded this approach across asset classes to build one of the strongest alternative asset platforms in the world.

Today, Bain Capital teams apply analytic rigor and deep domain expertise, investing on behalf of a wide range of limited partners across multiple platforms and geographies. We believe that our people and the shared values we’ve espoused since our founding remain the core of our competitive advantage. This has empowered us to deliver an enduring impact to a diverse group of investors including pensions, endowments, foundations and individuals.

Introduction

This statement is published on behalf of Bain Capital Private Equity (Europe), LLP (BCPE) and Portfolio Company Advisors Europe, LLP (PCAE) along with certain other group entities that are technically not required to prepare a standalone statement (collectively, “Bain Capital UK”) under the United Kingdom’s Modern Slavery Act 2015. References to “we” are to Bain Capital UK. The same policies, procedures, risk assessment, diligence, monitoring and training described below pertaining to modern slavery are employed across Bain Capital UK.

As one of the world’s largest private investment firms, Bain Capital believes that active management of environmental, social, and governance (ESG) considerations helps us to create lasting impact for all of our stakeholder groups, including investors, portfolio companies, employees and communities.

As part of Bain Capital UK's commitment to sound ESG management, and as a supplement to the wider firm's Guidelines for Responsible Investment Statement, we developed a Modern Slavery Policy and the below controls which address and manage risks in our supply chains. We are committed to engaging with our suppliers in an effort to prevent occurrences of modern slavery and human trafficking in our firm and supply chains in accordance with the principles and goals promoted by the Modern Slavery Act of 2015 and related guidance.

BCPE and PCAE commit to updating this Modern Slavery Act Transparency Statement annually, and to posting this information on our website.

Supply Chain

Given that Bain Capital UK's business relates to alternative asset investments and professional services, our supply chains are relatively simple. They primarily include property and facility management and maintenance, office supplies, catering and hospitality services provided to our offices and information technology.

However, recognizing that modern slavery and human trafficking are clear violations of human rights, Bain Capital UK's goal is to assess potential vendors before they enter our supply chain and on an ongoing basis throughout our relationship through a variety of risk-based measures.

Policies and Procedures

During 2017, we implemented our Modern Slavery Policy to identify and monitor potential higher risk areas in our supply chain and mitigate the risk of slavery and human trafficking occurring in our supply chains, among other things. We have continued such efforts since then. In addition, we also have in place a variety of policies and procedures designed to address our commitment to robust ESG management, including Whistleblowing, Guidelines for Responsible Investments and Anti-Corruption policies.

Due Diligence and Risk Assessment

We take the following steps to ensure that the risk of slavery and human trafficking is adequately addressed in our business and its supply chains:

- We have examined our supply chains to identify where the higher areas of risk to our business lie.
- We carry out due diligence on new suppliers, which includes research of public records and other actions pertinent to the type of supplier and type of purchase.
- We generally include enhanced contractual protections with new suppliers regarding compliance with slavery and human trafficking legislation.
- We continually monitor higher risk suppliers in our supply chain for any public issues regarding slavery and human trafficking.

Monitoring and Reporting

BCPE's General Counsel (who is also the General Counsel of PCAE) takes responsibility for overseeing our Modern Slavery efforts and the goals promoted in this statement.

Bain Capital's Head of Procurement, Head of ESG, and Head of Communications and Public Affairs monitor progress of our efforts in this area, and issues (should they arise) will be reported to the Chief Operating Officer.

This document is reviewed annually and published on our website.

Training

We provide training to targeted employees to manage slavery and human trafficking risks in our business or supply chains and to educate on the importance of implementing and enforcing effective prevention systems.

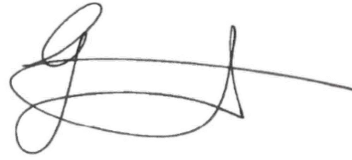
Approvals

This statement has been approved by our applicable governing bodies.

Bain Capital Private Equity (Europe), LLP 's governing body approved this statement on June 16th, 2021.

Portfolio Company Advisors Europe, LLP 's governing body approved this statement on June 16th, 2021.

Bart Gombert
European General Counsel

A handwritten signature in black ink, appearing to be 'Bart Gombert', written over a horizontal line.

LLP Member
Bain Capital Private Equity (Europe), LLP /

Officer
Portfolio Company Advisors Europe, LLP

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2020.