

## MODERN SLAVERY ACT STATEMENT

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 (the “**MSA**”) for the financial year ended 31 December 2020 by PGIM Financial Limited and its subsidiary undertakings named below as signatories to this statement (together, “**We**”, “**us**”, “**our**” or the “**UK Group**”).

### GROUP STRUCTURE

The UK Group is wholly owned by PGIM, Inc., the asset management division of Prudential Financial, Inc. (the “**Ultimate Parent**”) and provides investment management and investment advisory services (together “**Asset Management services**”) to institutional investors and various collective investment schemes. The UK Group provides asset management services through its principal operating subsidiaries: PGIM Limited, PGIM Real Estate (UK) Limited, PGIM Private Capital Limited and QMA Wadhvani LLP.

### OUR INTERNAL APPROACH TO ANTI-SLAVERY AND HUMAN TRAFFICKING

We have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems, designed to ensure slavery and human trafficking is not taking place anywhere within our businesses and in our supply chains.

Our procedures to prevent modern slavery are designed to be proportionate to the modern slavery risks we face, recognising that they can vary according to the businesses, jurisdictions, sectors, suppliers and other factors involved.

Our ethics policy and hotline assist us in combating modern slavery and human trafficking. Our employees have the benefit of several channels to report any concerns such as unethical or illegal matters. Employees are also aware they should report any possible, threatened or actual unethical conduct, including any violations of laws, regulations or any company policies, to their compliance contact, legal contact or local business ethics officer. They can also call our Enterprise Business Ethics Office. We do not tolerate intimidation or victimisation of any employee who raises a concern about unethical or illegal conduct.

We regularly review our terms of employment to ensure that they comply with all relevant legislation. We compensate all staff directly employed by us with a salary and benefits package that meet or exceed statutory minimum requirements. We ensure that all staff directly employed by us do so at their own free will and understand that they can cease their employment at any time in accordance with the terms of their employment contract.

We have a continued commitment to maintain the steps we take designed to prevent modern slavery in our business and supply chains and are satisfied that those steps remain appropriate and proportionate. In addition, we have included a further operating entity to voluntarily attest to

this statement and undertaken risk assessments for modern slavery for their business and suppliers.

New in 2021, we have registered our attestation with the UK government database: (modern-slavery-statement-registry-service.gov.uk).


## **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

Our Ultimate Parent has a global code of conduct and terms of engagement which apply to all businesses and extends to our suppliers. The code of conduct and terms of engagement clearly demonstrate that our Ultimate Parent and thereby we support the protection and preservation of human rights around the world regarding child labour, forced labour and nondiscrimination in the workforce, local laws including laws on slavery and human trafficking in the UK must be respected and complied with and we will not conduct business with any third parties known to engage in it.

We expect our suppliers to report problems such as unethical or illegal conduct and any breaches of their terms of engagement.

## **TRAINING**

To enable a high level of understanding of the risks of modern slavery and human trafficking (and their avoidance) in our businesses and supply chains, we have appropriate training in place to ensure our staff are aware of the rules and the standards and behaviours expected of them. Training is deployed through an online training module accessed by all PGIM UK employees. Employees must answer questions regularly to maintain a satisfactory level to stay up to date with their training requirements.

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**Mark Fresson**

Director, **PGIM Financial Ltd**

for and on behalf of itself and:

**PGIM Limited, PGIM Real Estate (UK) Limited, PGIM Private Capital Limited and QMA Wadhvani LLP.**

Date: 30 June 2021