

BAIN CAPITAL UK GROUP

# 2025 Modern Slavery Act Transparency Statement

## Business Overview

Founded in 1984, Bain Capital, LP ("Bain Capital") is one of the world's leading private investment firms. We are committed to creating lasting impact for our investors, teams, businesses, and the communities in which we live. As a private partnership, we lead with conviction and a culture of collaboration, advantages that enable us to innovate investment approaches, unlock opportunities, and create exceptional outcomes. Our global platform invests across five focus areas: Private Equity, Growth & Venture, Capital Solutions, Credit, and Real Assets. In these focus areas, we bring deep sector expertise and wide-ranging capabilities. We have 24 offices on four continents, more than 1,965 employees, and approximately \$225 billion in assets under management.

## Introduction

This statement constitutes our anti-slavery and human trafficking statement under Section 54 of the UK's Modern Slavery Act 2015 ("MSA") for the financial year ended 31 December 2025. It is published on behalf of Bain Capital Private Equity (Europe), LLP (BCPE), Bain Capital Credit Limited (BCC Limited) 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"). 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 sustainability considerations helps us to create lasting impact for our stakeholder groups, including investors, portfolio companies, employees and communities. We believe taking material sustainability factors into consideration helps us drive value creation and attractive returns consistent with upholding our fiduciary responsibility to our investors. We seek to assess and manage financially material sustainability risks and upsides throughout our investment and ownership processes, and work to advance and evolve our efforts to seek attractive investment returns and shape long-term growth and performance. We are committed to building great businesses and having positive, lasting impact as a Firm and through our investments.

As part of Bain Capital UK's commitment to sound sustainability management, and as a supplement to the wider firm's Sustainability Policy, we developed a Statement on Modern Slavery, which is reviewed annually, and the below controls to help address and manage risks in our business and supply chains. Our approach is informed by international standards, including the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance for Responsible Business Conduct. 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.

Bain Capital UK commits to updating this Modern Slavery Act Transparency Statement annually, and to posting this information on our website.

## Supply Chain

Bain Capital UK operates an office-based investment advisory business with a workforce comprised almost entirely of skilled professional employees. Given the nature of our operations and our employment practices, we consider the inherent risk of modern slavery within our own operations to be low. Our supply chain primarily includes property and facility management and maintenance, office supplies, information technology, managed services, and catering. The majority of our suppliers are based in the United Kingdom, the United States and the European Union, which we consider to be lower-risk jurisdictions for modern slavery.

In alignment with our sustainability core commitment on fair employment, engagement & well-being, and 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

We seek to avoid supporting business activities that are unethical, harmful to society, or in breach of laws or regulations. Starting in 2017, we have increased attention to modern slavery concerns, including the creation of a 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.

## Due Diligence and Risk Assessment

We take the following steps to mitigate the risk of slavery and human trafficking in our business and supply chains:

- We examine our supply chains to identify where we can most impactfully support fair labor practices and mitigate any risk of slavery and human trafficking.
- We carry out due diligence on new suppliers, which includes research of public records, background checks and other actions pertinent to the type of supplier and type of purchase.
- We include enhanced contractual protections with new suppliers wherever possible 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.

For larger suppliers and those engaged in categories that we consider to present a higher risk of modern slavery, we apply additional diligence and ongoing monitoring. During the reporting period, we did not identify any incidents of modern slavery or human trafficking within Bain Capital UK's operations or supply chain.

## Training

We provide annual training to relevant 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. Training is delivered to employees in roles with greater exposure to modern slavery risk, including Procurement, and is supplemented by guidance specific to the MSA. Suppliers in high-risk industries are identified and flagged for heightened diligence.

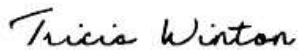
## Monitoring and Reporting

The following individuals take responsibility for leading our modern slavery prevention efforts and the goals promoted in this statement: Head of Sustainability and Impact, Head of Opportunity and Inclusion, and Head of Procurement. These individuals collaborate to drive and monitor progress of our efforts in this area, and issues (should they arise) will be reported to and addressed by the Chief Operating Officer. We review the implementation of our policies and procedures on an annual basis, and remain committed to refining our processes and continuing to improve our approach in line with evolving best practice and regulatory guidance, including the UK Home Office's updated statutory guidance on transparency in supply chains.

This document is reviewed annually and published on our website.

## Approvals

This statement has been approved by Bain Capital Private Equity (Europe), LLP, by Bain Capital Credit Limited and by Portfolio Company Advisors Europe, LLP on June 17, 2026.



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Signing for and on behalf of Bain Capital Private Equity (Europe), LLP / Bain Capital Credit Limited  
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**Meghan Jiang**

**Vice President, Procurement, Bain Capital**

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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 2025.*