

## **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 “Rothschild & Co Redburn”) have taken and are continuing to take to ensure that modern slavery or human trafficking is not taking place within Rothschild & Co Redburn's business or supply chain.

## **Rothschild & Co Redburn’s Modern Slavery Policy**

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

Rothschild & Co Redburn 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**

Rothschild & Co Redburn is a US and European equity research, trade execution and capital markets group which provides these services to professional and institutional investors.

During 2024 Rothschild & Co Redburn had employees in the United Kingdom, EU, Switzerland and North America. Rothschild & Co Redburn’s principal office is based in London.

The average number of Rothschild & Co Redburn employees for the year ended 31 December 2024 was 260. Rothschild & Co Redburn turnover for that period was £85.9m.

## **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 Rothschild & Co Redburn’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 Rothschild & Co Redburn’s supply chain during 2024 were as follows:

- Research and data services
- IT consultancy and software services
- Telecoms service

- 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 services
- Office design and furnishings services
- Insurance services
- Corporate benefit services

Rothschild & Co Redburn 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, Rothschild & Co Redburn 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 Rothschild & Co Redburn'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. During 2024, the Company used its own supplier of cleaning services which complied with UK national Living Wage legislation and produced its own Modern Slavery Policy Statement. Since late 2024 the Company, which is a member of the Rothschild & Co group, has used Rothschild & Co's cleaning suppliers which have been subject to separate due diligence by Rothschild & Co.

### **Employee Awareness**

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

### **Approval of this statement**

This statement was approved by the Board of Directors on 19 June 2025.



Steve East (Director)