

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

FINANCIAL YEAR 2020

Purpose

At Matheson, we strive to make a meaningful contribution to our community - our clients, our people and our society. We take pride in what we do and consistently deliver excellent service. We invest in developing our people, seek to give back to society and are strong advocates for our economy. Respect is at the core of how we engage with each other, our clients and the work we do.

The purpose of this Statement is to provide a transparency statement on Human Trafficking and Modern Slavery in accordance with the UK Modern Slavery Act 2015.

Our Business

We are opposed to any form of forced or bonded labour, including human trafficking and modern slavery (collectively referred to as "forced labour" in this Policy).

We are committed to ensuring that there is no forced labour within any part of our business. We regularly review our contracts, firm policies and employment contracts to ensure they comply with all applicable employment laws and that they reflect our core values including the following:

- we value diversity and respect for the individual;
- we believe in teamwork for the good of the firm and our clients; and
- we believe in the development of all our people and rewarding achievement fairly.

Our Suppliers

Matheson expects our suppliers to adopt the same high standards that we adhere to and have fair employment practices. Our procurement process allows us to identify opportunities to reduce the risk of forced labour in our supply chain and our supplier contracts require suppliers to recognise a commitment to removing forced labour and to take steps to reduce forced labour in their business and supply chain. We also require suppliers to provide information to us in relation to any instances of forced labour.

Steps Taken

For the financial year 2020 we continued to require all suppliers to complete our Matheson due diligence questionnaire which includes a robust set of questions regarding our prospective suppliers' procedures to prevent slavery and human trafficking and to sign up to the Matheson Supplier Code which explicitly prohibits suppliers from engaging in any form of slavery or human trafficking and also requires our suppliers to ensure that no form of slavery or human trafficking is used in their supply chains.

With regard to our own business we have strictly adhered to our policy of requiring identification from all prospective employees and confirming their eligibility to work in Ireland and we also have a comprehensive and strictly confidential Employee Assistance Programme which is available to all employees, free of charge, should they be under any pressure, personal, work-related or other.

This Statement will be reviewed annually.

Dated: January 2021

Signed

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