

Modern Slavery Statement

1: Opening statement from senior management

River and Mercantile Group is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain.

2: Structure of the organisation

River and Mercantile Group is an advisory and investment solutions business which provides a broad range of services, from consulting and advisory to fully-delegated fiduciary and fund management. River and Mercantile Group PLC is the ultimate parent of a group of companies ("the Group"), which includes River and Mercantile Investments Limited and River and Mercantile Asset Management LLP.

The Group's head office is based at 30 Coleman Street, London, EC2R 5AL. The Group also has offices in the United States and Australia. The Group has over 250 employees and partners, and an annual turnover of £78 million.

Given the nature of the Group's business, the board considers that there is minimal risk approximating to no risk that, either within the Group or the limited supply chains which support the Group's activities that are involved in modern slavery or human trafficking. The employment and procurement practices operated by the business ensure that it is viewed as an excellent employer and it expects a high level of ethical conduct from those businesses with which it does business with.

3: Policies

As part of our commitment to combating modern slavery, we have in place an anti-slavery policy and continue to implement this policy.

The anti-slavery policy was developed by working with the subsidiary Chief Operating Officers to assess supply chains as well as HR to ensure our recruitment processes, including the use of agencies, are compliant with our anti-slavery procedures.

4: Procedures

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we survey our largest suppliers for compliance with the requirements of the Modern Slavery Act 2015 (the Act). This includes a detailed questionnaire and engagement with suppliers to understand organisational measures designed to prevent slavery and human trafficking.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains
- monitor potential risk areas in our business and supply chains
- reduce the risk of slavery and human trafficking occurring in our business and supply chains

5: Risk and compliance

River and Mercantile Group will at least annually evaluate the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain in accordance with the procedures outlined above. We do not consider that we operate in high risk sectors or locations because the nature of our business.

Where we have identified a potential risk, such risks will be investigated in accordance with our anti-slavery policy and remediated and mitigated as soon as possible.

6: Training

To ensure a high level of understanding of the concept of modern slavery and create awareness of the consequences of human trafficking in our supply chains and our business, we have started to roll out a training programme to provide appropriate training to relevant staff members, particularly those in procurement and HR roles. The training covers the current legislation and introduces employees to the industries and types of workplaces where slavery risks are known to be high. Through such training, employees will be encouraged to identify and report any potential breaches of the organisation's anti-slavery and human trafficking policy.

7: Sign-off

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the financial year ending 30 June 2019.



James Barham
Director, River and Mercantile Group PLC

Date: 13 December 2019