

Cavendish

COMPLIANCE

DATE	April 2024
VERSION	1
REVIEW DATE	April 2026

Modern Slavery & Human Trafficking

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Cavendish Financial plc (“Cavendish” or the “Company”), has taken and is continuing to take to ensure that modern slavery and human trafficking are not taking place within our business or supply chain.

Organisation structure and business of Cavendish

Cavendish Financial plc comprises of Cavendish Corporate Finance (UK) Ltd, Cavendish Capital Markets Limited, Cavendish Corporate Finance LLP and Cavendish Securities Plc.

Cavendish is a full-service financial advisory firm providing strategic advisory and capital raising services. We provide companies with access to the private, debt and public equity markets as well as advice on acquisitions, disposals and public market bids. We are committed to acting ethically and with integrity in all our business relationships and we expect our staff to maintain high standards.

Cavendish' shares are admitted to trading on the AIM Market of the London Stock Exchange. The Company is authorised and regulated by the Financial Conduct Authority and is a member of the LSE.

Supply chains

Cavendish does not act as a producer, manufacturer or retailer of any physical goods. As a provider of financial services, we do not have a very long or complex supply chain - our main suppliers are providers of office supplies and professional support services such as IT, recruitment, legal, accountancy, marketing, public relations and facilities management. While we consider our suppliers to be relatively low risk of engaging in practices of modern slavery and human trafficking, we nevertheless remain committed to preventing the occurrence of any such practices both in our business and our supply chain.

Policies and due diligence

Cavendish has a zero-tolerance approach to any form of modern slavery and human trafficking. We are committed to acting ethically and with integrity and transparency in our employment practices, in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery and human trafficking taking place within the business or our supply chain. Cavendish takes a proportionate view and risk-based approach on assessing its suppliers. New suppliers are required

to complete a due diligence questionnaire confirming compliance with the requirements of modern slavery legislation. If a supplier is unable to provide such confirmation, Cavendish adopts a zero-tolerance approach and does not engage that supplier. We believe this approach is proportionate to the level of risk in our supply chain. Suppliers are monitored on an ongoing basis.

Cavendish requires all employees to comply with its conduct standards (including acting with integrity and in a professional and ethical manner), designed to promote ethical behaviour and compliance with legislation. If we discover that any of our employees have been complicit in human trafficking or modern slavery, we will take appropriate disciplinary action against them.

Cavendish also has an established Whistleblowing Policy which provides an opportunity for employees to raise any concerns regarding modern slavery and human trafficking. The Whistleblowing Policy allows for issues of concern to be escalated so that they can be dealt with on a confidential basis and without fear of retaliation.

Staff training and awareness

The education of the Cavendish staff is an important part of our culture. As such we have an ongoing programme in place to ensure that at induction and periodically our staff are made aware of modern slavery and human trafficking and remain vigilant to the risk to our business and supply chain.

We will continue to develop our approach to combating modern slavery and human trafficking during the course of 2024, and we will continue to assess and manage risks on an on-going basis. Our aim is to apply the same ethical standards to our employees and our suppliers with transparency and accountability.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Cavendish' modern slavery and human trafficking statement for the financial year ending 31 March 2024.

John Farrugia and Julian Morse
CEOs
Cavendish Financial Plc
June 2024