

Mergermarket Bidco Ltd trading as Acuris :Modern slavery statement for financial year 2018/19

This statement is made pursuant to section.54 of the Modern Slavery Act 2015 and sets out the steps that Acuris has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Acuris has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Acuris is a media company which provides the advisory, corporate and financial communities with forward looking intelligence, analysis and data. Our customers are principal advisory firms, investment banks, law firms, hedge funds, private equity firm and corporates. The majority of our suppliers are technical or professional service companies and these relationships are managed from one of our central business hubs in London, New York or Hong Kong.

Our high risk areas

Overall, we believe our business to be very low risk as the majority of our external suppliers are providing technical or financial services that require a skilled and educated workforce. One area of potential risk we have identified is in the building and construction phase of the office fit out when we take a new lease on an overseas office. Although this happens infrequently (less than once a year) we ask for guarantees from local contractors about the status, pay and conditions of the local workforce.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

3. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

Acuris operates a policy of only working and engaging with major suppliers who behave ethically and responsibly. We conduct due diligence on all major suppliers before engaging them. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage.
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light


Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

This was approved by the Board of Directors on 19th September 2016.



Jonathan Gomer, CFO