

## **UK MODERN SLAVERY ACT STATEMENT**

### **INTRODUCTION**

This statement is made on behalf of William Blair International, Limited (“William Blair” or “we”) pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

William Blair is committed to implementing and maintaining effective systems and controls to prevent modern slavery and human trafficking occurring within our business and supply chain.

### **OUR BUSINESS**

William Blair and its affiliates provide group investment banking and asset management services. We are committed to building enduring relationships with our clients and providing expertise and solutions to meet their evolving needs. An independent and employee-owned firm, the William Blair group is headquartered in Chicago and, together with its strategic partners, operates in more than 20 offices worldwide.

William Blair & Company, L.L.C. provides investment banking, asset management for private wealth and institutional clients, institutional sales & trading, equity research and corporate & executive services. William Blair & Company, L.L.C. is registered with the U.S. Securities & Exchange Commission (SEC) and is a member of the Financial Industry Regulatory Authority (FINRA) and the Securities Investor Protection Corporation (SIPC).

William Blair Investment Management, LLC provides asset management services to institutional clients including the William Blair Funds. William Blair Investment Management, LLC is registered with the SEC and the U.S. Commodity Futures Trading Commission (CFTC) and is a member of the National Futures Association (NFA).

William Blair International, Ltd: primarily provides investment banking, asset management and institutional sales & trading services to professional clients. William Blair International, Ltd is a full-scope permitted firm authorised and regulated by the Financial Conduct Authority (FCA).

To find out more about the nature of our business and key industry sections and service lines, please visit [www.williamblair.com](http://www.williamblair.com)

### **IDENTIFYING MODERN SLAVERY RISKS**

William Blair is committed to upholding and promoting human rights in the conduct of our business. William Blair recognises its responsibility to identify and address potential and actual modern slavery issues that are linked to our business activities. William Blair believes that the risk of modern slavery and human trafficking is low in the highly regulated financial services industry.

William Blair recognises that its responsibilities in promoting human rights extend to its supply chain as well. William Blair has a limited supply chain given the nature of its business within financial services. The main suppliers to the business are professional services firms, office space providers, financial and related data suppliers, office supplies providers and computer and telecommunications hardware and software applications.

## **POLICIES AND PROCEDURES**

### **Employees**

William Blair is a financial services provider, which predominantly employs professionally qualified and highly skilled people for whom there is significant market competition. This is true of both our professional staff, and of our support teams (who have considerable qualifications and experience in business-critical functions such as financial accounting, Legal, Compliance, Information Technology and Marketing). William Blair is committed to respecting the human rights of our employees through our internal employment policies and practices. Fostering diversity and inclusion is a cornerstone of our corporate culture, and we strive to ensure that employees are able to work in a safe, professional work environment. In addition, compensation and benefits play a critical role in our ability to attract, retain and motivate our workforce.

### **Suppliers**

William Blair is committed to holding ourselves and our supplier community to high standards of business conduct and integrity. William Blair will perform due diligence and review of current and future suppliers including requiring suppliers to provide their own policies and procedures to modern slavery and human trafficking. If responses are deemed unsatisfactory, our continued relationship with them will be reviewed.

### **Code of Business Conduct**

William Blair operates a Code of Business Conduct which outlines the rules to which we hold ourselves accountable; namely, the highest standards of honesty, integrity and professionalism. Our employees are required to adhere to the code in every transaction and in every business relationship. Whenever a question arises about how one of the rules should be interpreted, employees should speak with their manager and/or the firm's Legal & Compliance department. The Code re-enforces William Blair's commitment to professionalism and ethical standards.

## **EFFECTIVENESS AND DUE DILIGENCE**

We will in future years review our effectiveness in ensuring that slavery, forced labour or human trafficking are not taking place. Further initiatives may include a requirement that our suppliers in turn vet their own suppliers, to ensure that they are meeting their legal obligations as employers, and taking appropriate steps to protect their employees, workers and other staff from human rights abuses.

## **CONFIRMATION**

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes the Firm's modern slavery and human trafficking statement for the financial year ended 31 December 2024.

On behalf of the Board of Directors  
William Blair International, Limited

20<sup>th</sup> February 2025