



## **Modern Slavery Transparency Statement**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (the "Act") and constitutes the slavery and human trafficking statement for the financial year ended 31 December 2016 for Man Group plc and its subsidiaries ("Man Group").

The use of the term "modern slavery" in this statement includes slavery, servitude, any type of forced or compulsory labour and human trafficking as defined in the Act.

### **About Us**

Man Group is an active investment management firm providing long-only, alternative and private markets products on a single and multi-manager basis and developing bespoke solutions and fund of hedge fund services. Across its investment managers, Man Group manages \$80.9bn\* for its global clients. For further information about our group, its organisational structure and operations see <https://www.man.com/about-us>.

### **Our policies in relation to slavery and human trafficking**

Man Group is committed to ensuring that modern slavery does not exist within our supply chain or any part of our business. Man Group has a zero tolerance approach to slavery and human trafficking and we expect all those in our supply chain to comply with those values. Man Group will not support or deal with any business knowingly involved in slavery or human trafficking.

Our Global Code of Ethics and our HR Handbooks, which include codes of conduct, reflect Man Group's commitment to always act ethically and with integrity across our business relationships. Man Group will continue to regularly review its policies and processes to evaluate standards and conduct with regard to ethical and social responsibility.

Our Anti-Bribery and Corruption policy sets out standards which all staff are expected to adhere to, and sets out the principles of due diligence to ensure that those standards are extended to those with whom Man Group conducts business.

In addition, our Compliance training programme reminds staff of the obligations to report concerns and the obligations on management to act upon such concerns.

### **Employment Standards**

For those working at Man Group a 'right to work' check is always completed to ensure that workers have the right to work in the UK and are aware of the right and responsibilities associated with working in the UK. Our HR Handbooks highlight aspects of the employment relationship between Man Group and staff members including pay, hours of work, termination rights and the grievance procedure to ensure that all staff are aware of their contractual rights.

\* as at 31 December 2016

## Due Diligence Processes


Man Group has processes and procedures in place to check for the presence of modern slavery in our supply chain. Namely, Man Group conducts a thorough initial due diligence process on any new suppliers, which includes monitoring external sources<sup>1</sup> for incidence of slavery, human trafficking and human smuggling. In addition, we provide clear guidance to all our teams on how to alert management to any suspected incidents of slavery and human trafficking.

## Training

In order to ensure that our staff have a comprehensive understanding of the risks of modern slavery in our supply chain and our business we have provided training to all employees which explains the provisions of the Act, the definitions of various forms of modern slavery including servitude, human trafficking and forced labour and the action that employees should take should they become aware of, or suspect the presence of, modern slavery within the Man Group or its supply chain.

The Man Group plc Board has approved this statement on behalf of Man Group. This statement will be reviewed on an annual basis and published on the Man Group website, which can be viewed [www.man.com](http://www.man.com)

Luke Ellis

A handwritten signature in blue ink, appearing to be 'L. Ellis', written over a horizontal line.

CEO, Man Group plc on behalf of Man Group

Date: 8 MARCH 2017

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<sup>1</sup> These external sources include sanctions, watch, regulatory and law enforcement lists, local and governmental records, country specific data courses, industry sources and international adverse electronic and physical media searches.