

SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is published in accordance with Section 54 of the Modern Slavery Act 2015 (the United Kingdom law on modern slavery dated 2015, intended to combat modern slavery and human trafficking offences).

This statement describes the steps taken by the CACEIS Group and in particular by its subsidiary CACEIS Bank during the financial year ending 31 December 2018 to combat any form of modern slavery and human trafficking in our businesses and in our relationships with our suppliers.

This statement has been approved by the Board of Directors of CACEIS Bank, which carries on business in the United Kingdom through its branch CACEIS Bank, UK Branch.

OUR GROUP, OUR COMMERCIAL ACTIVITIES AND OUR SUPPLY CHAIN

CACEIS is an international banking group within the Crédit Agricole S.A. Group, which offers the whole range of post-trading services for all asset classes. With more than 3,400 employees in France and 11 other countries, CACEIS provides execution, clearing, safekeeping, custodian bank and fund administration solutions to a clientele of institutional investors, management companies, banks, brokers and businesses.

CACEIS is the European leader in custodian bank and fund administration services and also has a presence on the North American and Asian markets. We post sound financial results and are growing regularly in terms of assets, clientele and geographical coverage. We have the support of our shareholder, Crédit Agricole S.A.

In the conduct of its business, CACEIS may use suppliers who themselves use subcontractors.

Thus, in 2018, the main purchasing and service agreements related to the following areas: real property, IT, intellectual services, general purchasing and communication.

OUR COMMITMENTS

Our arrangements are in line with the fundamental principles to which we adhere and with applicable international provisions, particularly in terms of respect for human rights, combating modern slavery and preventing risks to individual health and safety. Our Group has decided to promote a strong culture of compliance and ethics that goes further than the applicable regulatory framework. Particular attention is paid to the impact of our activities on people and on the environment so as to achieve the objectives set out in our policy commitments to customers, employees, partners and society.

Within the CACEIS Group and CACEIS Bank, we do not allow any form of modern slavery or human trafficking in our supply chain or in the conduct of our business. Through our shareholder Crédit Agricole S.A., we have committed to combating any form of modern slavery and human trafficking in our supply chain and we require our suppliers to make the same commitments.

Our Group's main commitments are in line with, but are not limited to, the fundamental principles set out in the following texts:

CACEIS Bank

- The **Charter of Human Rights** adopted by the Crédit Agricole S.A. Group, which confirms that all Crédit Agricole S.A. Group entities observe the fundamental principles and rights proclaimed by the Universal Declaration of Human Rights and the conventions of the International Labour Organization, which cover, in particular, issues relating to forced labour, child labour, discrimination and freedom of association.
- The **United Nations Global Compact**, pursuant to which the Crédit Agricole S.A. Group undertakes to observe ten (10) universally accepted principles concerning human rights, labour standards, the environment and the fight against corruption.
- The **Corporate Social and Environmental Responsibility (“CSR”) Strategy of the Crédit Agricole S.A. Group**, whose environmental and social guidelines cover aspects relating to human rights.
- The **Ethics Charter of the Crédit Agricole S.A. Group**, which recalls that the principles governing the Group's actions and conduct are consistent with observance of the applicable international provisions concerning human rights, the fight against forced labour and child labour and the fight against corruption.

All of these documents can be consulted on the website of our shareholder, the Crédit Agricole S.A. Group: <https://www.credit-agricole.com/responsable-et-engage/la-rse-facteur-de-performance-durable-pour-le-groupe-credit-agricole>

The **CACEIS Code of Conduct** published in January 2019 and accessible at <https://caceis.cld.bz/CODE-DE-CONDUITE>, which was produced pursuant to the Ethics Charter, represents the foundation of the ethical and professional conduct expected of all employees regardless of their situation and function within the CACEIS Group. It was developed in such a way as to be as relevant as possible to how we conduct ourselves on a daily basis. It sets out and illustrates the situations that everyone could face. This Code of Conduct reflects the requirement for responsibility and quality in everything we do professionally and our commitment to do the best for our customers and all our stakeholders at all times.

The procedures currently in place at CACEIS, or that are in the process of being introduced, include but are not limited to the following:

- **With regard to our employees**

We ensure that all our internal procedures comply with the commitments given at the level of the Crédit Agricole S.A Group, as set out above.

As a signatory to the Diversity Charter, we affirm our commitment, through our shareholder, to the promotion of cultural, ethnic and social diversity and indicate our determination to combat discrimination.

In addition, a body of Group procedures has been put in place and in particular includes a whistleblowing procedure.

- **With regard to our suppliers**

In terms of the risks associated with our supply chain and in order to identify and mitigate the risks posed by modern slavery and human trafficking practices, we apply a risks-based approach and the

"Responsible Purchasing" policy, which we also signed in 2018, as well as the procedures put in place by our shareholder, in order to:

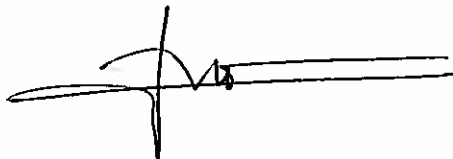
- Identify and assess the sectors in our supply chain that are most at-risk;
- Monitor sectors in our supply chain that are at-risk;
- Mitigate the risk of modern slavery and human trafficking in our supply chain.
- Our suppliers' adherence to our values is ensured through the commitments required of them, particularly at the time of tender procedures in excess of €50,000 and the requirement to sign our standard Sustainable Development Annex (Responsible Purchasing Charter) included in our standard forms of contract. We therefore require our suppliers to give a commitment to observe human rights, to comply with all employment laws and to observe applicable social and environmental standards. These matters are included in the Purchasing Process Charter of the CACEIS Group, which applies to all employees. Furthermore, training in responsible purchasing is offered to all employees working in the purchasing business line of CACEIS Bank, which focuses on identification of the practical risks associated with modern slavery and human trafficking in our supply chain and which matches the training provided by our shareholder.

OUR NEXT STEPS TO ASSESS AND MANAGE RISKS

- To update the risk mapping to include the responsible purchasing risks identified in consultation with our shareholder, with a focus on modern slavery and human trafficking in our supply chain;
- To implement the "CSR" recommendations adopted by our shareholder in respect of the purchasing categories posing the most risk;
- In accordance with the arrangements decided upon by our shareholder, to include any specific annex or clause that may be necessary on these matters in any future supplier contracts, in particular concerning "respect for human rights, protection of the environment and the fight against corruption";
- To deploy the tool offered by our shareholder for whistleblowing on the part of our suppliers.

Date: 11 april 2019,

Jean-François Abadie
Chief Executive Officer, CACEIS Bank

A handwritten signature in black ink, consisting of a stylized 'J' and 'A' followed by a horizontal line.