



**Urban
Partners**

Anti-trafficking and slavery Policy

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Anti-trafficking and slavery Policy

1 BACKGROUND AND OBJECTIVE

This policy is applicable to all companies belonging to the Urban Partners Group (parent company Urban Partners A/S and any of its affiliated and associated companies, including NREP AB and Urban Partners Management Company S.A. (all together defined hereafter as “Urban Partners”)).

Urban Partners is expanding to rest of Europe and beyond, and as we work with a global supply chain and even if we assess that Urban Partners is relatively low risk in relation to the risk of slavery or human trafficking offences, we want to be very clear on our position.

2 URBAN PARTNERS’ COMMITMENT

Urban Partners does not tolerate slavery or human trafficking within its business or supply chains and applies this policy to all staff, temporary workers, contract workers and third parties acting on Urban Partners’s behalf.

Urban Partners ensures that all staff directly employed by Urban Partners:

- Do so at their own free will and understand that they can cease employment at any time per the terms of their employment contracts;
- Are compensated with salary and benefits exceeding regulatory minimum requirements.

Urban Partners informs staff of this policy at time of onboarding and annually on an ongoing basis in order to ensure awareness of the topic of slavery and human trafficking and ensure that Urban Partners as a firm meets both its legal obligations as well as its moral obligations.

New suppliers or partners entering into a contract for work with Urban Partners have to provide assurance of that they do not engage in slavery or human trafficking.

The provisions of this policy are subject to compliance with applicable legal requirements in Urban Partners’s countries of operation.

3 ARCHIVING AND DOCUMENTATION

All analysis and controls should be documented and archived in such a way that they are easily available to the Management, internal and external auditors as well as other stakeholders, such as the Finansinspektionen. The documents should be archived electronically for a period of at least 5 years.

In case of any question please contact: compliance@urban.partners

This policy will be subject to ongoing review.

Author	Legal Basis	Amended	Date	Version
Gustaf Lilliehook			10-12-2019	1.0
Marco Lippi		Annual review	10-12-2020	1.2

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Julia Manai-Queyras / Marco Lippi		Annual review and geographical expansion added	02-01-2022	1.3
NREP Internal Compliance Officer		Annual review	03-2023	1.4
Internal Compliance		Annual Review: change of logo, name changed from NREP to Urban Partners where applicable	11-12-2023	1.5
