

ADVENT INTERNATIONAL PLC

JUNE 2018

Background

Advent International Corporation is one of the largest and most experienced global private equity firms. With offices on four continents, we have established a globally integrated team of over 180 investment professionals, focused on buyouts and growth equity investments in five core sectors. Since initiating our private equity strategy in 1989, we have invested \$40 billion in 335 transactions across 41 countries, and as of December 31, 2017, managed \$42 billion in assets.

Advent International Plc provides advice to Advent International Corporation, the manager of certain private equity funds, and all references to “Advent”, “we”, “our” or “the firm” are in relation to Advent International Plc.

In October of 2015, the United Kingdom enacted the UK Modern Slavery Act (the “MSA”) which requires large organizations with members doing business in the UK, such as Advent International plc, to report on the steps they have taken to ensure that human trafficking and slavery are not present in their own business or supply chains.

Policy statement

Advent is opposed to human trafficking and slavery and is fully supportive of the principles in the MSA. We have a long standing Code of Ethics and Employee Handbook which outline our expectations that employees adhere to high ethical standards in all dealings and act in accordance with applicable laws and regulations.

In connection with the MSA, we are implementing a Supplier Code of Conduct, pursuant to which our suppliers are expected to comply with all applicable laws and ethical standards and to take reasonable steps to ensure that slavery and human trafficking is not present in their business operations.

Our supply chain

As a financial services business, our supply chain is relatively short and is comprised primarily of professional service organizations. For our own operations, we have completed a review of our supply chain to assess whether the opportunity for risks of human trafficking or slavery could be present. Utilizing a risk based approach, we have identified a small number of suppliers in potentially higher risk areas (e.g., catering, facilities management, etc.). We manage this potential risk in this category of vendors through engaging with vendors whom we consider to have high ethical standards of their own.

We will continue to monitor the MSA requirements and to work with our vendors regarding the consistency of these standards. We will perform a periodic review of our vendor list and will, when appropriate, incorporate MSA language in vendor contracts.

Application & reporting

In order to raise awareness, Advent has provided and will continue to provide training as to the requirements, considerations and provisions of the MSA to those key employees who are responsible for engaging and managing vendors.

If any issues are identified in relation to the MSA, these will be reported to our Board of Directors (the “Board”) and, if necessary, to the appropriate authorities.

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Approvals

Members of the Board have reviewed and approved this Modern Slavery Act Statement (the "Statement") on behalf of Advent.

We have reviewed our current policy against the updated government guidance on MSA reporting, as well as any changes to our business model, and have found our existing policy to meet our business needs. We will continue to review this Statement annually and publish it on our website at: <https://www.adventinternational.com/global-reach/united-kingdom/>.

This Statement is made pursuant to section 54(1) of the MSA and constitutes Advent's slavery and human trafficking statement for the current financial year.

Signed on behalf of Advent International Plc



James G. A. Brocklebank

Managing Partner
