Julius Bär

JULIUS BAER INTERNATIONAL LIMITED

SLAVERY AND HUMAN TRAFFICKING STATEMENT
FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2024

(Prepared for the purposes of section 54 of the Modern Slavery Act 2015 ("MSA"))

What is Modern Slavery?

Modern Slavery is a serious and often hidden crime in which people are exploited for criminal gain. The impact can be devastating for the victims. Modern slavery comprises slavery, servitude, forced or compulsory labour, and human trafficking. There were an estimated 50 million people in slavery globally in 2021, of which 27.6 million were in forced labour and 22 million in forced marriage. The most vulnerable — women, children, and migrants — remain disproportionately affected. Many victims are not identified or reported. The common factors are that a victim is, or is intended to be, used or exploited for someone else's (usually financial) gain, without respect for their human rights. The perpetrators seeking to take advantage of them could be private individuals, running small businesses or part of a wider organised crime network.

Our Purpose

Julius Baer's business is private banking and wealth management, but Julius Baer's purpose is to create value beyond wealth. We take responsibility as an institution and go a step further for the benefit of people, society and the planet. Our culture is founded on the values of Care, Passion and Excellence; we live these values with our clients, employees, communities, and in our environmental responsibilities.

Our Policy on Slavery and Human Trafficking

Julius Baer Group strives to play a responsible role in the various social, political, economic, regulatory, and ecological environments in which it is active. As part of this, the Group is committed to upholding the United Nations Universal Declaration on Human Rights and conventions of the International Labour Organisation, including being committed to ensuring that there is no slavery or human trafficking in any part of its business or supply chains. Julius Baer is strongly opposed to slavery and human trafficking, and we will not knowingly work with any organisations engaged in those activities, Julius Baer International Limited (JB International) is committed to playing its role in upholding this stance.

This statement sets out further information on how JB International addresses the risks of slavery and human trafficking in our business and supply chain.

Our Organisation and Supply Chain

JB International is a financial services firm providing investment advisory and management services from offices in London, Manchester, Leeds, Newcastle, Belfast, Glasgow and Edinburgh in the United Kingdom. JB International is a member of the Julius Baer Group and its parent company is Julius Baer Group Ltd. which is incorporated in Switzerland and listed on the SIX Swiss Exchange.

A supply chain is usually considered to be a system of organisations, people and activities that bring together a product or service from inception to delivery to the customer. In this context, JB International's supply chain principally involves other members of the Julius Baer Group, predominantly based in Switzerland, who provide the

majority of the financial, infrastructure and corporate support services required by JB International to carry on its day-to-day business.

Outside what would usually be considered to constitute a supply chain, JB International also has a number of local suppliers who provide goods and services of the following types:

- Professional advisory and consultancy services;
- Facilities management and building services;
- Routine office supplies and services;
- Recruitment and employment services;
- Employee benefit services.

Our Slavery and Human Trafficking Risk Assessment

For the financial year ending December 2024 we have again undertaken an assessment of JB International's business and its supply chains for the risks of slavery and human trafficking. Given the nature, scale and location of JB International's business, workforce and suppliers, as well as the type of work they undertake or services they provide, we have assessed the overall risk to be **low**.

However, we fully recognise this does not leave room for complacency, in particular as regards our suppliers, and we therefore have in place processes and procedures for assessing our suppliers to mitigate any residual risks.

Our Employment Practices

Our objective is to make Julius Baer the best firm of its type to work for in the UK with a team of long term highly qualified and skilled permanent employees. To this end, we provide a secure working environment and promote a culture that fosters the wellbeing of our employees, supporting flexibility and work/life balance. In 2024 we expanded our family friendly policies and employee benefits offering to further support the needs of our employees.

With an employee population of approximately 250, our management team continuously strives to know all our employees as individuals, so that we can understand their personal circumstances and support their individual development. We encourage frequent communication with our employees and conduct 'listening sessions' to allow JBI's Executive Committee to hear directly from employees.

We are committed to creating and ensuring a non-discriminatory and respectful working environment for our employees and comply with our obligations under the UK Equality Act 2010. During 2024 we rolled out Disability Awareness training to all our employees to further reinforce and embed an inclusive culture within our organisation.

Our Code of Ethics and Business Conduct and UK Employee Handbook set out the high expectations that we have of our employees. All employees are made aware of key policies as part of their onboarding process. These contribute to ensuring that modern slavery does not occur in our business or supply chains. Our employees are actively encouraged to raise any concerns regarding potential wrongdoing or unethical behaviour of any nature. To support this, we have a whistleblowing policy, a designated whistleblowing champion and provide an anonymous platform for reporting concerns without fear of reprisal. Our employees are also required to complete regular mandatory whistleblowing training.

We continuously monitor the effectiveness of our employment practices through two-monthly employee engagement surveys and our management team take actions to respond to, and address, any concerns raised.

We operate robust recruitment processes in accordance with UK employment laws and ensure that all prospective employees and contractors are subject to robust background checks and are legally entitled to work in the UK.

We comply with all applicable employment laws in the jurisdictions in which we operate, specifically in the UK where practices involving slavery or human trafficking are prohibited.

Our Procurement Practices

We have in place systems to:

- identify and assess potential risk areas amongst our suppliers;
- mitigate the risk of slavery and human trafficking occurring amongst our suppliers;
- monitor those of our suppliers that present the largest risk; and
- deliver training and awareness to employees

We ask all suppliers of significant goods and services to sign up to the Julius Baer Code of Conduct for Suppliers that reflects Julius Baer Group's own stance and thereby the suppliers commit to upholding the United Nations Universal Declaration on Human Rights and conventions of the International Labour Organisation.

Based on our assessment of the risk of each supplier, we seek commitments from suppliers in relation to the elimination of slavery and human trafficking and enhancing JB International's rights to monitor suppliers in this connection. We conduct a full review the Modern Slavery and Human Trafficking statements for suppliers who we deem to be at an elevated risk. We have recently supplemented this review with a supplier questionnaire specifically relating to compliance with the Modern Slavery Act. We have also enhanced our training for key personnel via an e-learning course.

Reporting on implementation of our Policy

A summary is prepared annually for the board of directors of JB International setting out:

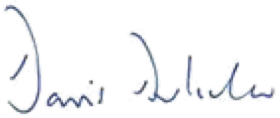
- any changes to the assessment of JB International's business and its supply chains for the risks of slavery and human trafficking;
- the measures taken to address the risks of slavery and human trafficking in the business of JB International and amongst its suppliers; and
- any instances of slavery or human trafficking that have been identified and the measures taken to address such occurrences.

Our effectiveness in combating Slavery and Human Trafficking

We believe that in the context of our business, the above measures reflect our determination to ensure that JB International is not associated with slavery or human trafficking and provide an effective framework for ensuring that outcome. As a consequence of the steps we have taken, we are pleased that we have never been able to identify any circumstances indicative of the possibility that modern slavery exists within our company or its supply chains.

This statement was approved by the members of Julius Baer International Limited Board on 22. 05. 2025 and is signed by:

Julius Bär



David Durlacher
Chief Executive Officer
Julius Baer International Limited