

# Slavery and Human Trafficking Statement

## 2024/2025

Virtus International Management, LLP (“VIM”), together with Virtus Investment Partners International Ltd (“VIPIL”), Virtus International Fund Management Ltd (“VIFML”), Virtus International Services Ltd (“VISL”) and Virtus Global Partners PTE Ltd (“VGP” or “we”) is committed to taking appropriate steps to ensure there is no slavery and human trafficking in its own business or supply chains.

This statement, which is published pursuant to section 54(1) of the Modern Slavery Act 2015, describes the steps that we have taken during the financial year ended 31 December, 2024 to ensure that slavery and human trafficking is not taking place in our supply chains, or in any part of our own business.

### **Our structure**

VIM is an investment manager authorised and regulated by the Financial Conduct Authority in the UK (FCA Register No. 310336), focused on credit and multi-sector credit strategies. The other Virtus entities described above have locations in London, Dublin and Singapore. VIM operates as a division of VIPIL, which is a holding company of Virtus Partners, Inc., a wholly owned subsidiary of Virtus Investment Partners, Inc. (NYSE: VRTS).

### **Our supply chains**

As an investment management firm, we have relatively simple supply chains. Our principal suppliers include:

- technology service providers that provide us with the software, equipment and other technology solutions we need to deliver our services to our clients;
- providers of professional services, such as insurers, professional advisers (legal, regulatory, audit, etc.) and recruitment agencies; and
- businesses which support our day-to-day operations and help us to run our premises, such as facilities management services (cleaning and security providers), couriers and printing services.



In light of our supply chains and the nature of our business, we consider the risk of modern slavery occurring within our business or our supply chains to be low.

### **Our policies and procedures on slavery and human trafficking**

We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in any part of our business or supply chains.

We adhere to all applicable employment law relating to our employees' terms and conditions, including pay, and all of our employees are paid at least any applicable minimum wage. We expect all of our suppliers to conduct their own businesses in a manner which is both lawful and ethical, including adopting good business practices that prevent and eliminate modern slavery and human trafficking.

We have robust vetting procedures in place for selecting suppliers and we regularly review our procedures to identify additional steps we can take to identify and address the risk of modern slavery or human trafficking taking place within our supply chains.

Virtus' whistleblowing policy ensures that our staff can raise concerns they have (including about slavery or human trafficking) confidentially with the comfort of knowing that such concerns will be dealt with appropriately.

Approved and signed by:

Colin Kinney, Global Chief Compliance Officer

Revised as of 25 April, 2025