

Motive Partners Modern Slavery Statement

Introduction

Motive Partners Operating Company, LP (together with its affiliates, “Motive” or “the Firm”) is committed to the principles of the Modern Slavery Act 2015 (“MSA”) and takes a zero-tolerance approach to modern slavery and human trafficking within its business operations, supply chain and investments.

This statement has been prepared in accordance with Section 54 of the MSA and covers the period for the financial year ending April 2024. Motive’s approach to managing modern slavery and human trafficking risks has included input from all areas of the business including environmental, social and governance (“ESG”), legal and compliance, and human capital teams.

The Modern Slavery Statement has been approved by Kristy Trieste, Founding Partner, CFO of Motive.

Motive Partners

Motive is a specialist private equity firm focused on investments in technology enabled financial and business services in North America and Europe across two investment programs, Motive Ventures (early-stage investments) and Motive Capital (growth and buyout investments). Motive has approximately 180 employees based in offices in New York, London, Berlin, and Amsterdam.

This Statement is applicable across all Motive entities comprising Motive, including Motive Capital Management UK, Ltd.; Motive Capital Management, LLC; Motive Ventures Management GmbH & Co. KG; and Motive Create US, LLC.

Rodney Morgan, Director of UK Compliance is responsible for compliance with modern slavery and human rights regulations.

Policies & Procedures

The Firm is committed to complying with all human rights legislation within the countries in which it operates. The compliance team provides oversight of Motive’s compliance with relevant regulatory requirements.

Whistleblowing procedures are in place and communicated to all employees to ensure that mechanisms are available to allow Motive employees to make disclosures in relation to illegal or unethical behaviour, including that in relation to modern slavery or human trafficking, without the fear of retaliation.

To manage the risks associated with modern slavery on employment, the Firm has robust pre-employment processes in place that utilise a specialist third-party provider to undertake comprehensive right to work and identification checks as part of the employee onboarding process.

Motive's ESG Policy was adopted in 2020 and sets out the Firm's procedures for managing ESG risks within the investment process which includes pre-investment due diligence and the annual monitoring of portfolio companies.

Risk Management within Motive's Operations & Supply Chain

As a private equity business focusing on fintech investments, our principal suppliers are established professional service advisory firms or business service suppliers which we consider to have a low risk of modern slavery or human trafficking within their own operations.

Potential risks regarding our supply chain may arise in relation to the provision of cleaning, catering, and facilities management / maintenance services. The Firm manages such risks through the use of, where available, reputable suppliers with appropriate safeguards in place or through undertaking due diligence of suppliers thereby reducing such risks to low.

Communication & Training

All Motive employees are made aware of the policies and procedures that the Firm has in place relating to employee protection and safeguarding and core governance controls.

Recognising the generally low risk nature of Motive's operations from a modern slavery and human trafficking perspective, where relevant to their role at the Firm, employees will be provided with practical guidance in relation to such risks and made aware of the processes for reporting concerns or incidents.

Modern Slavery & Human Trafficking Performance Indicators

We confirm that we are not aware of any incidents of modern slavery or human trafficking within Motive operations or supply chain during the 12-month period for the financial year ending April 2024.

This statement will be reviewed, and updated, by Motive on an annual basis.

Signature: 
Name: Kristy Trieste
Position: Founding Partner, Chief Financial Officer
Date: 22 July 2024