



Cenkos Securities Plc
Modern Slavery Act Statement

Dated: 4 February 2020

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Cenkos Securities plc (“Cenkos” or the “Company”), has taken and is continuing to take to ensure that modern slavery and human trafficking are not taking place within our business or supply chain.

Organisation structure and business of Cenkos Securities plc:

Cenkos is a UK based independent, specialist institutional securities group, focused on UK listed small and mid-cap companies and investment funds. The Company’s principal activity is institutional stockbroking and it currently has approximately 91 employees.

Cenkos’ shares are admitted to trading on the AIM Market of the London Stock Exchange. The Company is authorised and regulated by the Financial Conduct Authority and is a member of the LSE.

Supply chains:

Cenkos does not act as a producer, manufacturer or retailer of any physical goods. As a provider of financial services, we do not have a very long or complex supply chain - our main suppliers are providers of office supplies and professional support services such as IT, recruitment, legal, accountancy, marketing, public relations and facilities management. While we consider our suppliers to be relatively low risk of engaging in practices of modern slavery and human trafficking, we nevertheless remain committed to preventing the occurrence of any such practices both in our business and our supply chain.

Policies and due diligence:

Cenkos has a zero-tolerance approach to any form of modern slavery and human trafficking. We are committed to acting ethically and with integrity and transparency in our employment practices, in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery and human trafficking taking place within the business or our supply chain. Cenkos takes a proportionate view and risk-based approach on assessing its suppliers. New suppliers will be required to complete a due diligence questionnaire confirming compliance with the requirements of modern slavery legislation. If a supplier is unable to provide such confirmation, Cenkos will adopt a zero-tolerance approach and will not engage that supplier. We believe this approach is proportionate to the level of risk in our supply chain. Suppliers will be monitored on an ongoing basis.

Cenkos requires all employees to comply with its conduct standards (including acting with integrity and in a professional and ethical manner), designed to promote ethical behavior and compliance with legislation. If we discover that any of our employees have been complicit in human trafficking or modern slavery, we will take appropriate disciplinary action against them.

Cenkos also has an established Whistleblowing Policy which provides an opportunity for employees to raise any concerns regarding modern slavery and human trafficking. The Whistleblowing Policy allows for issues of concern to be escalated so that they can be dealt with on a confidential basis and without fear of retaliation.

Training:

To increase awareness of modern slavery and human trafficking we have mandated appropriate and relevant training for senior management in 2020. We will consider further training for all employees in 2021.

Our effectiveness in combating slavery and human trafficking:

We will continue to develop our approach to combating modern slavery and human trafficking during the course of 2020, and we will continue to assess and manage risks on an on-going basis. Our aim is to apply the same ethical standards to our employees and our suppliers with transparency and accountability.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Cenkos' modern slavery and human trafficking statement for the financial year ending 31 December 2019.

4 February 2020
Jim Durkin
Chief Executive