Introduction
At the core of Chatham is a multiple bottom-line philosophy reflected in the Company’s five purposes. A central Chatham purpose is impacting our communities and the world—combining our time, financial resources, and unique capabilities to better our communities and address global problems. It guides our work as we seek to serve the needs of our clients, while also framing how we approach everyday problems.

Chatham is fully committed to engaging actively in the fight to eradicate slavery and human trafficking. We care deeply about the importance of treating every individual with respect and dignity, and that value is one that extends to our workplace, our clients, and the broader communities of which we are all a part.

As a financial advisory firm striving to build trust and transparency in the financial sector, we are aware of the historically intertwined nature of slavery, exploitation, and the global economy. We are committed to addressing the risk of slavery and human trafficking in our supply chains and business. Through our corporate philanthropy, we support organizations who are likewise engaged in this fight.

This statement covers our direct operations and supply chains. It also addresses our efforts in support of the greater desire to better our communities and address global problems like slavery and human trafficking.

Our Structure
Chatham is a global financial advisory services and technology solutions firm, specializing in debt and derivatives markets. Our solutions serve the investment and risk management needs of clients across a spectrum of industries and markets. As such, we have offices in the United States, United Kingdom, European Union, Asia, and Australia, with our head office located in Kennett Square, Pennsylvania. Chatham employs over 550 individuals across our offices.

Our Supply Chain
Our supply chains include IT services, hiring, legal services, payroll, accounting, and cleaning services. While the activities we engage in within our supply chains present a low risk for slavery or human trafficking, we are committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. We will review our vendor risk management procedures to consider modern slavery and human trafficking risks, as well as review our vendor agreements to ensure that they are aligned with responsible sourcing.

Our policies on slavery and human trafficking
Our desire to better this world is integral to our day-to-day functioning. Our commitment to combating slavery and human trafficking is illustrated in our general policies, procedures, and statements including:

- Our general employment policies and procedures, which cover Chatham’s responsibilities to our employees.
Our purposes and values, which guide everything we do as we navigate the financial system and the world, in order to serve our clients and improve our communities.

Assessing and managing risk
In 2019, we will review our vendors and vendor contracts to determine in what ways we may be able to strengthen our agreements to reflect our values around ending slavery and determining what risks, if any, exist in our supply chain.

Training
Based on the review discussed above, we will determine how to best train our employees to address any risks identified.

Effectiveness
In order to determine our effectiveness in addressing the risks of slavery and human trafficking in our business or supply chain, we consider:

- The nature of the risks inherent to our business;
- Whether our internal policies and procedures explicitly address issues of slavery and human trafficking;
- Our vendor risk management, including, where appropriate, slavery and human trafficking controls; and
- Our compensation structure compared to the prevailing minimum wage.

Additional engagement on ending slavery
Chatham is proud to have employees that are deeply passionate about advocating for the end of slavery in our lifetime. In 2015, an employee began participating in Dressember, an annual fundraising campaign to raise awareness and funds to fight human trafficking. Since 2015, Chatham employees (Chathamites) and the Chatham Financial Foundation have donated $27,075 in support of Dressember. In 2017, 23 Chathamites participated to raise $69,000 during the month of December, making them the #1 Dressember fundraising team in the world. The funds were donated to the International Justice Mission, A21, and the McMahan/Ryan Child Advocacy Center. In 2018, Chathamites are committed to raising $86,875 in order to fund 25 boat rentals to enable teams to rescue child slaves in Ghana.

Conclusion
Chatham is committed to vigorously working to address any risks of slavery or human trafficking that may exist in our supply chain. We look forward to reviewing, updating, and strengthening our internal policies and procedures to ensure they effectively address the risks of slavery and human trafficking and reflect Chatham’s purposes, values, and culture.