Introduction

At Chatham’s core is a multiple bottom-line philosophy reflected in our five purposes. One of these central purposes is to impact our communities and the world — combining our time, financial resources, and unique capabilities to better our communities and address global problems. As Chatham seeks to serve our clients’ needs, this purpose guides our work 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 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, Chatham is 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 likewise engage in this fight.

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

Our Structure

Chatham Financial is the largest independent financial risk management advisory and technology firm. A leader in debt and derivative solutions, Chatham provides clients with access to in-depth knowledge, innovative tools, and an incomparable team of nearly 700 employees to help mitigate risks associated with interest rate, foreign currency, and commodity exposures. Founded in 1991, Chatham serves more than 3,000 companies across a wide range of industries — handling over $700 billion in transaction volume annually and helping businesses maximize their value in the capital markets, every day.

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, Chatham is committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. We 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

Chatham’s 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 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, to serve our clients and improve our communities

**Effectiveness**

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

• 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 procedures including, where appropriate, slavery and human trafficking controls
• Our compensation structure compared to the prevailing minimum wage

**Additional engagement on ending slavery**

Chatham is proud to have employees who are deeply passionate about ending 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. This fundraiser provides critical help to rescue, protect, and restore the lives of trafficking victims and survivors worldwide.

Since 2015, Chatham employees and the Chatham Financial Foundation have donated over $80,000 in support of Dressember. In 2019, over 40 Chatham employees participated as part of a team to raise almost $130,000 during the campaign, making them part of the number one Dressember fundraising team in the world for the third year in a row. The funds were donated to 15 partner organizations, including the International Justice Mission, A21, and the McMahan/Ryan Child Advocacy Center.

**Conclusion**

Chatham is committed to addressing any risks of slavery or human trafficking that may exist in our supply chain. We will continue to review, update, and strengthen our internal policies and procedures to ensure they effectively address the risks of slavery and human trafficking as well as reflect Chatham’s purposes, values, and culture.

**Approval**

This statement was approved by the Chatham Board of Directors on February 26, 2020.