



## **Modern Slavery Statement 2024/25**

Modern slavery is a crime and a violation of fundamental human rights. It can take various forms including slavery, servitude, forced and compulsory labour and human trafficking; all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The most recent Global Slavery Index (link: <https://www.walkfree.org/global-slavery-index/>) estimates that 50 million people were living in modern slavery on any given day in 2021.

KNG Group is committed to ensuring that it conducts its business in accordance with its obligation under the Modern Slavery legislation in the jurisdictions in which it operates. KNG recognises that in addition to a legal obligation (that we have by virtue of our operations in territories where Modern Slavery legislation applies), it also has an ethical responsibility to support the aims of the legislation and endeavour to ensure we minimise Modern Slavery risks throughout our global business and supply chains, irrespective of local legislation.

In that spirit, KNG Group publishes this annual Modern Slavery Statement, made in compliance with legislation, in which we explain how slavery and human trafficking can affect our business and the steps we are taking in the fight against it.

## **Our Company Structure & Vision**

KNG Securities LLP was established in 2003 as a dedicated Agency Broker specialising in Fixed Income and Convertible Bonds, one of the earliest firms in London to take this client-focused approach to the Bond market. In 2021 KNG Securities LLP – Empresa de Investimento, SA was established in Lisbon. KNG Portugal is controlled by KNG Securities LLP

KNG mission is to be a truly independent, unbiased organization with investment banking expertise able to put institutional investors interest at the centre of its business model and to develop a genuine client-to-client execution service mainly for fixed income securities, especially in less well-traded issues.

Over the past 3 years the Group has grown organically with the addition of talented professionals across sales, compliance, trading and structuring to significantly expand our coverage of investors, both geographically and in increasingly diverse asset classes.

## **Governance**

We continue to make sure that our compliance employees are aware of Modern Slavery legislation, of the definitions of slavery and human trafficking and that they know what to do should they suspect a case of slavery or human trafficking. Modern Slavery awareness is included in our mandatory compliance training for the members of the Second Line of Compliance.

## **Commitment**

KNG maintains a commitment to conducting its business in an ethical way and preventing Modern Slavery and will continue to operate a zero-tolerance policy in this regard.

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In this respect, KNG will continue to embed the principles through:

- Providing awareness training to the relevant staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensuring that consideration of the modern slavery risks and prevention are added to KNG's policy review process.
- Ensure that all KNG Group employees receive a salary in line with all the applicable law and regulatory provisions including, without limitation, relevant labour law provisions and minimum wage.
- Continuing to take action to embed a zero-tolerance policy towards modern slavery.

### **Non-Discrimination, Diversity & Inclusion and Equal Opportunities**

KNG is committed to providing a workplace free of discrimination and harassment. The Company expects that all persons in the workplace will be treated with dignity, their rights respected, and their privacy maintained.

As an equal opportunities employer, KNG is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff.

KNG workforce members contribute to the Group performance and are vital to the achievement of business targets and results. KNG is fully dedicated to fostering a diverse and inclusive workplace. KNG is committed to ensure equal employment opportunities for members of our workforce based on merit without regard to race, colour, sex, sexual orientation, gender identity, transgender status, age, , marital status, religion, national origin, disability status, genetic information or any other basis protected by local laws, as applicable.

This applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, termination, compensation, and training.

Each member of the KNG Group staff plays a key role in creating equal opportunity for others.

As a responsible employer KNG Group offers competitive pay and benefits in all our markets, always paying at least the minimum wage rate applicable under local laws. KNG promotes employee wellbeing through a range of benefits including Private Health and Dental Insurance; flexible annual leave allowance exceeding statutory entitlement; accommodation of flexible working requests.

KNG is committed to fair, transparent, and non-discriminatory remuneration practices and respects the principles of equal opportunities and it pursues the aim to reach wage equality without any discrimination in accordance with SYSC 19G.2.6 and relevant UK employment and equality laws, including the Equality Act 2010.

Remuneration decisions are based on merit, competences, skills, professional experience, performance, and contribution rather than other criteria such as gender, age, religion, ethnic origin, sexual orientation, status, state of pregnancy, maternity or paternity, physical or mental

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disabilities, political opinions, personal beliefs, trade union activities or affiliation or other protected characteristics and are made in a fair and objective manner.

KNG believes that it provides equal opportunities for all employees and the KNG EC strives to ensure that its pay structures are free from unconscious bias or systemic disparities.

Any concerns regarding pay fairness or gender neutrality can be raised by a Staff member with their line manager in the first instance and if required, escalated to the KNG Executive Committee.

Our staff inductions and mandatory compliance training continue to undergo review and update, and we have recently launched mandatory training in Equity, Diversity & Inclusion for all members of the staff.

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This statement is reviewed and updated annually.

In accordance with Modern Slavery legislation this statement has detailed the actions taken during the financial year ending 2025.

Approved by Andrea Podestà and Nicholas Nugent, Managing Partners of KNG Securities LLP,  
17 March 2025.

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