

## Modern Slavery Statement

### ***Introduction to Spencer Stuart***

Spencer Stuart has over 65 years' experience in leadership consulting. Over the decades, Spencer Stuart has built a reputation for delivering meaningful impact for our clients — from the world's largest companies to entrepreneurial startups to nonprofit organizations. Spencer Stuart brings together the market and leadership knowledge of more than 500 consultants and rigorous assessment methodologies to help our clients select and develop outstanding leaders, improve the performance of teams and align organizational culture with strategy.

### ***Organizational Structure***

Spencer Stuart & Associates Ltd is part of the Spencer Stuart group, a global executive search and leadership assessment services firm operating in over 60 offices in more than 30 countries in compliance with applicable local laws. We collaborate with colleagues around the world to bring the right specialized industry, functional and geographic knowledge to help clients address their most important leadership needs.

### ***Supply Chains***


We engage a relatively small number of suppliers to provide services to our office (such as security, cleaning, catering) and products such as laptops and marketing materials. We also engage (on ad hoc basis) other professional and consulting firms that are responsible for their own compliance with the Modern Slavery Act 2015.

### ***Our Policy on Slavery and Human Trafficking***

We are committed to ensuring that there is no modern slavery or human trafficking in our organization and in our supply chain. Spencer Stuart stands against all forms of human trafficking and slavery and undertakes reasonable steps to ensure that the standards in the Modern Slavery Act 2015 and our additional standards are implemented within our firm. We strive to build long-standing relationships with local suppliers worldwide and make clear our expectations of business behaviour and best practices. Our codes of conduct (firm-wide and supplier code of conduct) set out that our firm and all suppliers are committed to conducting business in the highest professional and ethical manner. Additionally, we have whistleblower hotlines to encourage the reporting of concerns related to any suspected violations of human rights or non-compliance with the code, policies or applicable laws. Our codes of conduct are regularly reviewed and updated, if applicable, to comply with best practices and are acknowledged by all employees. Moreover, we expect all those in our supply chain and contractors comply with our values and code – <https://www.spencerstuart.com/supplier-code-of-conduct>. Any instances of non-compliance are expected to be immediately addressed and remedied.

### ***Additional Steps***

Because we provide leadership consulting at the highest level of organizations and because we work for clients that are Fortune 500 companies and we have a limited supply chain, we have assessed that our risk for violations of the Modern Slavery Act is comparatively low. As a result, we have determined that no additional remedial actions are necessary at this time to combat slavery and human trafficking, but we are committed to continuing to monitor potential risks in our supply chain. Thus, we will monitor our compliance annually and consider any additional measures each year. This statement is approved by the board of directors and made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for financial year 2023.



Patrick Hynes  
Director of Spencer Stuart & Associates Ltd