

Modern Slavery Act Statement

EgonZehnder

Modern Slavery Act Statement

Introduction

Egon Zehnder is the world's preeminent leadership advisory firm, inspiring leaders to navigate complex questions with human answers. As such, we are committed to ensure that all our interactions with clients, candidates, employees, and suppliers reflect our values and respect for human rights. We believe that everyone deserves to be treated with dignity and are proud that our commitment has been rewarded with top marks in the [Human Rights Campaign Foundation's 2022 Corporate Equality Index](#).

As we strive against any form of modern slavery, child labour, and human trafficking, we contribute to our purpose "Leadership for a better world". Further details about our purpose and work towards promising leadership is available [on our website](#).

This Modern Slavery Act Statement (hereinafter **Statement**) sets out our global approach to modern slavery, covers the period from 1st November 2021 to 31st October 2022 and serves as a joint statement of the reporting Egon Zehnder entities as set out in Appendix I to this Statement.

1. Our company structure, operations, and supply chain

1.1 Our company structure and operations

Egon Zehnder is a leading privately held executive search and talent management consulting firm that helps organizations get to the heart of their leadership challenges and offers honest feedback and insights to support leaders with realizing their true being and purpose. With over 560 consultants, working in 63 offices and 36 countries, we partner with the world's greatest leaders to help them succeed personally and professionally. We offer leadership assessment and development services in addition to senior-level executive search, board search and advisory, CEO succession, and family business advisory.

1.2 Our Supply Chain

Within the professional services industry in which Egon Zehnder operates and a workforce which comprises primarily highly skilled professionals, we consider the risk of modern slavery in our supply chains as relatively low.

Our supply chains predominantly consist of providers of low-risk professional support services or office facilities and supplies required for our employees' work. The key components we source are:

- Real estate: the offices we work from.
- Technology: such as IT hardware and software and print services that support our business.
- Business services: the products that we buy into our offices, for example furniture, stationery, and marketing items as well as the services that we use in our offices such as catering, security and cleaning.
- Travel services: organising and booking our travel and accommodation requirements.
- Professional services: such as external training services, external consultants and contractors and legal support services.

2. Our policies, assessment, and management of risks

2.1 Our policies and practices

We remain committed to continually improving our policies and practices related to modern slavery, as we have a zero-tolerance approach to any and all forms of discriminatory or exploitative behaviour and treatment, whether within our own business or that of those who supply us. Our key policies and procedures, which outline the steps that we have taken to mitigate against the risks of modern slavery, are set out below and reviewed on a regular basis. Instances of non-compliance, in any form, will be addressed promptly.

Our **Code of Conduct (CoC)**, which all employees of our firm must agree to and acknowledge, sets out conduct that we expect of our employees. We endeavour to select our suppliers and evaluate them beyond the basis of economic criteria, as we expect them to fully comply with applicable laws and to adhere to the standards incorporated in our CoC to the same extent.

Our **whistleblowing hotline**, operated by an independent third-party service provider, allows our employees to anonymously raise any concerns that they may have about any individuals or organisations that Egon Zehnder interacts with, whether they be colleagues, clients, contractors, suppliers, or others. Any concerns shared with the service provider will be securely reported to the designated board members and the General Counsel of Egon Zehnder for further evaluation and investigation, as outlined in the respective section of our Code of Conduct.

We are currently establishing a framework for assessing and reporting our social, environmental, and ethical conduct based on the [Sustainability Accounting Standards Board \(SASB\) Standards](#). These globally recognized principles are tailored to the specific risk categories of individual industries (in our case Professional & Commercial Services) and will thus help us to remain vigilant and introduce further steps to detect and mitigate relevant risks whenever appropriate.

We have a global procurement role within Egon Zehnder to further drive our efforts in the development of an adequate process to on-board and integrate our global supplier arrangements. This includes appropriate assessments of any particular risks of modern slavery, child labour or human trafficking that may arise within our organization or supply chains and whether it is necessary and appropriate to roll out to relevant business functions any further training in this area

2.2 Assessment and management of risks

We operate predominantly in countries which have been assessed by the [Global Slavery Index](#) as having both a lower prevalence of modern slavery and active government responses to dealing with the respective issues.

Upon continuous review of our supply chain, we can confirm that we have not been exposed to any specific risks of modern slavery, child labour or human trafficking. However, in the unlikely event that such violations should occur, we have internal mechanisms in place to address such violations, and we will take appropriate action to ensure all parties involved comply with existing laws and regulations as well as our CoC and adjacent policies.

We continue to monitor all third-party contracts to ensure consistent application of terms in relation to modern slavery, and we have a standardized approach to the purchase of any goods and services. Where appropriate, we explicitly ask contractors to agree to meet the relevant standards.

We are committed to remaining vigilant regarding potential risks and we take a consistently rigorous approach in preventing modern slavery, child labour and human trafficking from occurring in any parts of our organisation and our supply chain. Where necessary, we will strengthen and improve our procurement procedures and supplier contractual arrangements to ensure the effectiveness of our commitment.

2.3 Effectiveness of risk management

In our financial year of 2021/2022, we undertook an audit of randomly selected suppliers, whereby no issues were identified, and neither remedial actions were needed. This indicates that our identification, prevention, and mitigation response to any modern slavery risks within our firm is appropriate.

During the next financial year, we will further assess our supply chains to ensure we are aware of any heightened risks of potential modern slavery, child labour and human trafficking. Responsibility for ongoing monitoring and assessment to detect and mitigate risks of modern slavery in our operations and supply chains is jointly managed by a team of our business function leaders, including our procurement, legal, HR and finance functions.

3. Further relevant information

As a professional services firm, people are our greatest asset at all levels of the business.

As part of our People and Culture policies and procedures we only use reputable recruitment firms and comply with all relevant local laws and regulations in all our multiple country locations. We regularly review our recruitment procedures and providers, as well as our arrangements for employee and contractor's welfare by championing mental and physical wellbeing. All employees are paid above the minimum wage in the local jurisdiction. We also have a dedicated employee assistance programme which is a life management and personal support telephone service and is available to our employees 24 hours a day. This is a confidential service which is designed to support mental, physical, social and financial wellbeing.


This statement constitutes Egon Zehnder's modern slavery, child labour, and human trafficking statement for the financial year ending 31st October 2022 and was approved by Egon Zehnder Int. Pty. and Egon Zehnder Limited on 01.12.2022.

Appendix I – Reporting Egon Zehnder entities

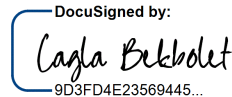
This Modern Slavery Act Statement is made by:

- **Egon Zehnder Int. Pty.**, with its registered office at Level 10, 171 Collins Street, Melbourne, VIC 3000 Australia; and
- **Egon Zehnder Limited**, with its registered office at Nova South, 160 Victoria Street London, SW1E 5LB, UK (herein jointly referred to as **Egon Zehnder**),

in accordance with the Australian Modern Slavery Act 2018 and the United Kingdom's Modern Slavery Act 2015.

DocuSigned by:

41A758B363F5421...

Dr. Stefan Eisenhut (General Counsel)

DocuSigned by:

9D3FD4E23569445...

Cagla Bekbolet (Office Leader - Egon Zehnder Ltd)

DocuSigned by:

3E8C3F9EA6304DA...

Glenice Maclellan

(Office Leader - Egon Zehnder International Pty. Ltd)