

## Modern Slavery Statement

### **Introduction to Spencer Stuart**

Spencer Stuart is one of the world's leading global executive search and leadership consulting firm specialising in chief executive, board director and senior executive roles. Our core business is identifying, assessing and recruiting leaders. Spencer Stuart helps clients find the ideal executive, tailoring each assignment to reflect clients' strategic goals and current business situation. The firm is renowned for its work at the C-level and general management levels, and partners with a diverse group of clients across a broad range of industries and sectors. Spencer Stuart conducts more than 4,000 senior-level executive and board searches annually for clients ranging from Fortune 500 companies to private equity-based businesses, start-up companies and not-for-profit organizations. In addition, our consultants advise leading companies on CEO succession planning and provide in-depth executive assessment services.

### **Organizational Structure**

Spencer Stuart & Associates Ltd is part of Spencer Stuart group, a global executive search and leadership assessment services firm operating through 56 legal entities in over 30 countries in accordance with applicable local laws.

### **Supply Chains**

As a professional services firm, we engage a relatively small number of suppliers to provide with 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 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 is against all forms of human trafficking and slavery and undertakes all reasonable steps to ensure that the standards in the Modern Slavery Act 2015 and our additional standards are implemented internally and externally. We strive to build long standing relationships with local suppliers worldwide and make clear our expectations of business behaviour and best practices. Our code of conduct sets out that our firm and all employees are committed to conducting business in the highest professional and ethical manner. Additionally, we have whistle blower 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 code of conduct is regularly updated to comply with best practices and is signed by all employees annually. Moreover, we expect all those in our supply chain and contractors comply with our values. Any instances of non-compliance will be immediately remedied.

### **Additional Steps**

Because we recruit and assess executives 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 are 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 taking steps to monitor potential risks in our supply chain. Thus, the Finance director as the individual responsible for the compliance with the Modern Slavery Act, and our compliance team 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 the current financial year.



Patrick Hynes  
Director of Spencer Stuart & Associates Ltd.  
21<sup>st</sup> of March 2019