



ZS ASSOCIATES INTERNATIONAL, INC. UNITED KINGDOM MODERN SLAVERY ACT STATEMENT

ZS Associates International, Inc. (“ZS”) is a global management consulting firm organized under the laws of the State of Illinois in the United States. ZS operates a registered branch office located in London, England, as well as several branch offices in countries around the world. ZS focuses on maximizing client value through high-performance sales and marketing solutions combined with an integrated range of services, including consulting, outsourcing, technology, and software. ZS’s primary clients include Fortune 500 companies, mainly in the pharmaceutical space, and other leading companies in more than seventy countries around the world.

ZS is committed to upholding high standards for ourselves and our clients. ZS expects suppliers, vendors, and contractors (collectively referred to as “suppliers”) working with ZS to meet these high standards. ZS’s standard supplier agreement requires suppliers to comply with applicable laws and ZS policies. ZS instructs its employees to monitor the relationship between ZS and its suppliers to ensure compliance with applicable laws and ZS policies. Learning that a supplier is engaged in slavery or human trafficking would be grounds for immediate termination of ZS’s relationship with the supplier. As a professional services company, ZS predominately works with suppliers who provide technical, specialized products and professional services and whose employee base are highly skilled and educated thereby lowering the risk of engaging a supplier participating in slavery and/or human trafficking. Nonetheless, ZS is fully committed to combating slavery and human trafficking and expects the same from its suppliers.

ZS also expects its employees to comply with applicable laws and understand local laws applicable to their business activities. In support of ZS’s culture of honesty and integrity, ZS encourages reporting of any ethical issues in the workplace. ZS maintains a whistleblower policy that makes clear that employees can raise concerns without fear of retaliation. ZS investigates any concerns raised and takes appropriate action in accordance with applicable laws and ZS policy.

This policy reflects ZS’s commitment to acting ethically and with integrity in all our business relationships. This statement is made in accordance with Section 54(1) of the United Kingdom’s Modern Slavery Act of 2015 and constitutes ZS’s slavery and human trafficking statement for the 2016 financial year.