Modern Slavery Act Statement

2025

Egon Zehnder

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Modern Slavery Act Statement 2025

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 ensuring 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 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 2024 to 31st October 2025, and serves as a joint statement of the reporting Egon Zehnder entities as set out in Appendix I to this Statement.

Our company structure, operations, and supply chain

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 600 consultants, working in more than 70 offices in more than 35 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.

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.

Our policies, assessment, and management of risks

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 the risks associated with 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 the 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.

Egon Zehnder has a zero-tolerance approach to slavery and human trafficking. We hold our suppliers to the same high standards of social responsibility to which we hold ourselves. Our **Supplier Code of Conduct** outlines to our vendors our expectations regarding Modern Slavery and Human Trafficking. Our suppliers are required to adhere to our Supplier Code of Conduct while conducting business with Egon Zehnder. Our Supplier Code of Conduct:

- Requires our suppliers to act ethically and with integrity;
- Prohibits suppliers from using all forms of forced or compulsory labour, and from supporting any form of human trafficking or involuntary labour;
- Requires suppliers to ensure fair employment and wages and prohibits suppliers from using any form of child labour;
- Requires suppliers to tolerate no physical violence, threats, corporal punishment, mental coercion, verbal abuse, disrespectful behaviour, and bullying. Suppliers are also required to ensure their employees, safety, well-being, and health.

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.

Raising concerns

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.

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. Following the assessment of our Australian and UK business operations, we consider that the overall risk of modern slavery existing within our immediate Australian and UK operations is low.

To assess the modern slavery risk in our supply chain, we categorize our suppliers based on key factors identified as creating a modern slavery risk. These include industry risk, product/service risk, geographic risk and entity risk as published in the Global Slavery Index.

For our financial year 2025, the key areas of potential risk identified include:

- Business services, in particular cleaning work, since this sector is reliant on a workforce to carry out jobs that are considered low-skilled or low-paid, which can lead to exploitation of workers in this sector.
- Hospitality and catering, since, as mentioned above, workers in this sector are considered low-skilled or low-paid, increasing the exploitation of these workers.
- Information technology and software, due to the exposure to conflict minerals, and since the electronics supply chain contains pervasive modern slavery risks.

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 grievance 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 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 part of our organisation and our supply chain. To further enhance the assessment and management of risks in terms of our suppliers, in our FY 2025, we introduced a supplier risk assessment tool operated by a third party to conduct comprehensive assessments of our key suppliers for modern slavery and related human rights risks. Our key suppliers are required to complete an online assessment, and their inputs are analyzed to generate a detailed risk score, providing a transparent and accountable framework for evaluating potential risks within our supply chain. Where elevated risks are identified, we engage directly with the relevant suppliers to agree on corrective actions and support continuous improvement in their practices, thereby reinforcing our commitment to eradicating modern slavery. By leveraging this third-party risk assessment tool, we maintain consistent standards, monitor compliance effectively, and support continuous improvement in ethical practices.

Where necessary, we will further strengthen and improve our procurement procedures and supplier contractual arrangements to ensure the effectiveness of our commitment.

Egon Zehnder takes the following steps to ensure that the risk of slavery and human trafficking is addressed in our business and supply chains:

- We have examined the significant suppliers in our supply chain to identify where we can most impactfully support fair labor practices and mitigate any risk of slavery and human trafficking;
- We assess commitment to eradicating Modern Slavery with new and existing suppliers for significant contracts by having them sign our Supplier Code of Conduct which prohibits any form of modern slavery, human trafficking, and child labor and having them fill out an online assessment using a third-party supplier risk tool;
- By means of the third-party supplier risk tool, the results of the online assessment are analyzed to generate a detailed risk score of our suppliers;
- We ensure that all breaches of our Supplier Code of Conduct are internally escalated and managed accordingly;
- We 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;
- For smaller contracts, we have implemented supplier general terms and conditions for supply of goods and services which explicitly prohibit any form of modern slavery, human trafficking, and child labor.

Effectiveness of risk management

In our financial year of 2024/2025, 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.

Consultation with Australian reporting entity

In Australia, we consulted members of Egon Zehnder's local leadership and the key local and global functions supporting our Australian reporting entity, including finance, HR, procurement, and legal. This involved knowledge sharing on human rights, including modern slavery compliance activities, between employees from the Australian reporting entity and members of the global Impact Team of Egon Zehnder. In addition, consultation was also undertaken in relation to preparation of this statement.

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 2025 and was approved by Egon Zehnder Int. Pty. and Egon Zehnder Limited on 1st December 2025.

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 51B, 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:
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Stefan Eisenhut
Chief Legal & Risk Officer
Egon Zehnder International AG

DocuSigned by:
1FA00DA79C6244A...

Andrew Vivian
Managing Partner
Egon Zehnder Limited

DocuSigned by:
7799A0F09BCB46E...

Fiona McGauchie
Managing Partner
Egon Zehnder Int. Pty.