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# Slavery and Human Trafficking Statement

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## Introduction

This statement is made by Russell Reynolds Associates Limited ("RRA") in accordance with section 54 of the UK Modern Slavery Act 2015 and covers the financial year 2020.

### 1. Background

RRA provides leadership advisory services - including executive search, executive assessment, CEO succession, board evaluation, corporate governance, and more. We are truly global with experienced consultants across 46 offices worldwide. In the UK, we employ approximately 235 staff. Our workforce comprises predominantly highly skilled professionals and as such is at low risk of modern slavery and human trafficking.

We have reviewed our supply chain and consider that the risks of modern slavery and human trafficking are relatively low. Our supply chain is made up of professional services organizations, information technology services companies, cleaning and some minor catering facilities. We acknowledge that we must remain vigilant to the risks and ensure as far as is reasonably possible that modern slavery and human trafficking does not take place in our organisation or supply chain.

### 2. Statement and policies

RRA's parent, Russell Reynolds Associates, Inc., has developed a global Code of Conduct and Business Ethics (the "Code of Conduct") applicable to RRA and we operate to the highest standards of ethics, integrity and conduct in all our business dealings. The Code of Conduct contains a Human Rights statement which acknowledges and respects the principles set forth in the United Nations Universal Declaration of Human Rights. RRA's parent is also a signatory to the UN Global Compact. We endeavour to use suppliers whose values are consistent with ours and expect that they use minimum standards with respect to freely chosen employment, safe and healthy working conditions, avoiding child labour, wages, benefits and working hours.

### 3. Risk assessment and due diligence processes

We have not identified any specific risk areas associated with our supply chain. We have made it clear within our global Code of Conduct that any potential human rights abuses, which would include slavery and trafficking, should be reported in accordance with our reporting and violations guidance. We will continually review our supply chain and, as necessary, take steps to strengthen and enhance our procurement practices and contractual arrangements with suppliers.

### 4. Measuring effectiveness

During the next financial year, we will further assess our supply chain to ensure we are aware of any heightened risks of potential slavery and trafficking in the areas identified above. As part of our sustainability program, we are in the process of developing a separate code of conduct for suppliers that will become part of our standard vendor arrangements. This Code will require vendors to warrant that they are and will remain in compliance with applicable anti-slavery and trafficking laws. We have not received any reports of modern slavery within our business or supply chains, however we remain vigilant in this area and will continue to assess any particular risks that might arise. To date, RRA's legal function has taken responsibility for compliance with the Modern Slavery Act and has assessed, drawing on the expertise of professional external advisors, the Act's obligations and the potential for slavery and trafficking occurring within our supply chain. The legal function will assess whether it is necessary and appropriate to roll out to relevant business functions any further training in this area during the next financial year in particular once we have developed and introduced the supplier code of conduct to ensure that this is integrated in to our on-boarding and standard vendor arrangements.

This statement has been approved by the organisation's board of directors who will review and update it annually.

Signed by:



Eric A. Allen  
Director  
Russell Reynolds Associates Limited