

## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDING DECEMBER 31, 2024**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps Simon-Kucher has taken to ensure that slavery and human trafficking are not taking place in our business or in our supply chains.

### **1. Our Business and Structure**

Simon-Kucher is a global consultancy firm with over 2,000 employees in 30 countries focused on unlocking better growth that drives measurable revenue and profit for our clients.

We provide professional services to clients across a wide range of industries, and our supply chains primarily involve providers of professional services, IT infrastructure, office supplies, and facility management.

### **2. Our Commitment**

We are committed to operating responsibly and ethically. We have a zero-tolerance approach to modern slavery and human trafficking in any part of our business or supply chains.

### **3. Policies on Modern Slavery**

Our relevant policies include:

- Code of Conduct – setting out expectations for ethical behavior from all staff.
- Supplier Code of Conduct – requiring suppliers to uphold human rights, including freedom from forced labour.
- Whistleblowing Policy – enabling employees and others to report concerns confidentially, including around unethical or unlawful conduct.

### **4. Due Diligence in Supply Chains**

We follow a risk-based approach and perform due diligence on suppliers, which have been identified as having an increased risk for slavery, human trafficking or other unethical behavior.

This includes:

- Screening suppliers based on indicators stemming from the type of products or services supplied, geography, sector, shareholders and other beneficiaries, spend, and other factors.
- Including contractual commitments on compliance with modern slavery laws.
- Reviewing relevant suppliers on an annual basis for continued compliance.

## 5. Risk Assessment and Management

We assess modern slavery risk based on:

- Country risk (based on the Global Slavery Index).
- Sector risk (e.g., facilities services, IT hardware).
- Organizational risk (e.g., management, size, shareholders and other beneficiaries)
- Incidents, accidents and general working conditions.

For any higher-risk suppliers, we implement enhanced oversight and seek confirmation of their compliance processes.

## 6. Training

We provide training to relevant staff, especially those involved in procurement, legal, and compliance functions. The training covers:

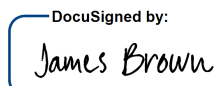
- Identifying indicators of modern slavery.
- Our reporting channels and escalation processes.
- Our legal obligations under the Act.

## 7. Effectiveness and KPIs

We currently assess the effectiveness of our approach based on:

- Percentage of relevant suppliers reviewed for modern slavery risks.
- Staff completion rate of training modules.
- Incidents reported or investigated (none in the reporting period).

This statement has been approved by the directors of Simon, Kucher & Partners Strategy & Marketing Consultants Limited on March 31, 2025 and signed by:

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James Brown  
Director & Country Managing Partner  
Simon, Kucher & Partners Strategy & Marketing Consultants Limited