

# HEIDRICK & STRUGGLES

## Statement on Modern Slavery January 2024 for the financial year ending 2023

### 1. Introduction

Heidrick & Struggles International, Inc., along with its subsidiaries and affiliates (collectively, “**Heidrick**”), is a premier provider of global leadership advisory and on-demand talent solutions, serving the senior-level talent and consulting needs of the world's top organizations. In our role as trusted leadership advisors, we partner with our clients to develop future-ready leaders and organizations, bringing together our services and offerings in executive search, diversity and inclusion, leadership assessment and development, organization and team acceleration, culture shaping and on-demand, independent talent solutions. Heidrick has 2,315 employees worldwide and operates in 30 countries.

### 2. Our Commitment

Heidrick takes its responsibilities as a world citizen seriously and is committed to conducting its business in a lawful and ethical manner. We promote a culture of acceptance, equality and respect for the individual. In particular, Heidrick has a zero tolerance of slavery and human trafficking and applauds efforts being made globally to eliminate such practices. Heidrick only works with people who choose to work freely and we expect the same of our suppliers.

This statement sets out the main steps Heidrick takes to tackle slavery and human trafficking. It is published in accordance with the reporting obligation in the UK’s Modern Slavery Act 2015 on behalf of Heidrick & Struggles (UK) Limited.

### 3. Supply Chain

As a professional services firm, Heidrick’s supply chains consist of the provision of services to our offices on the one hand, such as cleaning and security, as well as the provision of professional services to fulfil our work obligations, such as software companies and accounting firms. Heidrick operates in a sector that is considered to be relatively low risk for modern slavery and human trafficking.

### 4. Internal Policies

Our Code of Ethics reflects our commitment to acting with integrity and high standards in all business practices. In addition, our Ethics Line service is designed to facilitate the reporting of any potential violation of our policies. Further information about these safeguards can be found [here](#).

### 5. Supplier Policies

Our Supplier Code of Conduct imposes requirements on how our suppliers may operate and ensures their commitment to compliance with applicable laws, including in relation to human rights. Our Supplier Code of Conduct is available [here](#).

### 6. Board Approval

Heidrick will continue to monitor how we receive and provide services to ensure that we are effectively combatting the risk of modern slavery in our business.

The statement has been approved by Heidrick & Struggles (UK) Limited’s board of directors.

Signed...  D00F26A7B4E6476...

Dated..... 10 January 2024 | 12:23 PM CST