

# Modern Slavery Act Transparency Statement

This statement is made on behalf of the North Highland Worldwide Consulting family of companies, including North Highland UK Limited (hereinafter referred to as "North Highland"). We are publishing this statement in accordance with the Modern Slavery Act 2015 and as a demonstration of our commitment to anti-slavery practices and as an affirmation of the values we hold across our businesses.

North Highland is committed to ensuring that the way we conduct our business and dealings with our suppliers reflects our values and respect for human rights. We are committed to working with suppliers that share these values and uphold the principles in this statement.

## Our business and organisational structure

North Highland is a global management consulting firm known for helping clients solve their most complex challenges related to customer experience, performance improvement, technology and digital, and transformation. We add value and support our clients across the full spectrum of consulting, from strategy through delivery.

We are a part of the North Highland group of companies, and our ultimate parent company is TNHC Consulting, Inc., which has its head office in Atlanta, Georgia USA. Inclusive of its global alliance, North Highland has more than 3,000 consultants worldwide and offices around the globe.

## Our staff

We are dedicated to maintaining a fair and ethical workplace for all our staff and to ensure compliance with all applicable employment legislation.

## Our supply chains

As a provider of professional services, North Highland does not have a substantial supply chain. North Highland's supplier relationships are primarily limited to: smaller specialist consulting companies; suppliers of computer software and equipment; suppliers of office equipment and furnishings; suppliers of catering services for meetings; and utilities suppliers. As such, the risk of modern slavery existing within this supply chain is very low. Nonetheless, we remain vigilant and monitor the level of risk involved throughout any of our suppliers and will take appropriate measures if a higher risk of modern slavery is deemed to exist. And we are committed to partnerships with suppliers that share our dedication to conducting business in a legal, ethical, and socially responsible manner.

## Our policies

We have implemented policies relating to our commitment to ethical business practices. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We expect all our contractors, suppliers and other business partners to uphold the same high standards as we do, by ensuring all employees and workers are treated with dignity and respect in a fair and ethical environment.

## Labour Standards

Our employment policies comply with relevant labour laws. In addition, we provide equal opportunities in employment and employees are treated fairly and without discrimination on the basis of any protected characteristics. Further, we expect that all suppliers will abide by applicable labour laws, operate in a manner consistent with the principles of human rights and will not use forced labour or child labour in any form. Minimally, suppliers are expected to comply with any applicable international and local legal requirements in their countries of operation.

## Due diligence

We work to identify, assess, and monitor any potential areas of risk in relation to our business and supply chains. This includes considering the length of the relationship, nature of what is being supplied and the location from where it is being supplied. We will continue to look to manage any risks identified.

## Looking ahead

We will continue to monitor and develop our practices in respect of combatting slavery or human trafficking to target areas of our business if we become aware there is a potential risk of modern slavery. Our legal function is responsible for checking and testing the success of our commitments, and will work to ensure we meet our expectations.

This statement is given on behalf of North Highland for the financial year ending 31 December 2020. It sets out the steps taken during the financial year to prevent modern slavery and human trafficking in our business and supply chains.

A handwritten signature in blue ink, appearing to read 'P. R. Ray', is positioned above a horizontal line.

Patrick R. Ray  
Vice President and General Counsel