

Modern Slavery Statement

Sheffield Haworth's purpose is to help organisations and individuals reach their potential. It provides this commitment by changing lives for people through creating opportunity to reach their potential. As a result, we are fully committed to preventing acts of modern slavery and human trafficking from occurring within our business and the supply chain.



Sheffield Haworth is committed to its values of Trust, Humanity, Inclusion and Excellence. There is the highest standards of professionalism and ethical behaviour in all that we do. As part of these standards, we are committed to opposing modern slavery in all forms.

We take a zero-tolerance approach within our business and will not work with suppliers who do not hold the same highest standard. We are publishing this statement to explain the actions we have taken to mitigate modern slavery within our supply chain and the steps we intend to take over the coming year.

Our business employs professionally qualified and skilled people. Our supply chain consists of goods and services to assist us in the work we undertake.

Sheffield Haworth Structure

Sheffield Haworth is a global talent consulting business specialising in executive search, interim and consulting positions operating through regulated legal entities which provide services in accordance with the relevant laws of the jurisdictions in which the business operates. The Group is organised into five regions: Europe, Middle East, the UK, Asia Pacific, and the Americas. To find out more about the nature of our business please see our website www.sheffieldhaworth.com.

Our policies in relation to slavery and human trafficking

Our policy framework includes a range of policies that outline our commitment to modern slavery and human trafficking risks in our business. Relevant policies include:

- **Diversity and Inclusion Policy:** we encourage all our people to value diversity and respect each person's individuality, and to ensure that no person, client or candidate receives less favourable treatment on the basis of colour, race, nationality, ethnic or national origins, sexuality or gender, disability, age or religion or belief.
- **Whistleblowing Policy:** offers individuals a confidential mechanism for disclosing suspicions or knowledge of possible impropriety to protect the firm, its brand, people and clients by delivering an early warning when something goes wrong.
- **Anti-bribery and Corruption Policy:** sets out the firm's rules and what is expected of all our people. We expect the same standard of conduct from suppliers in all dealings on our behalf.
- **Employee Handbook and Codes of Conduct:** makes clear that we expect our own people and everyone employed by our suppliers, whether permanent or temporary, to be treated with respect and dignity at work and we believe employment should always be chosen. There must be no forced, bonded or involuntary labour.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we ensure a vetting process, which includes identification checks, proof of address and right to work as part of the recruitment process.

Amongst other things, we have in place the following systems:

- Zero-tolerance approach to any potential complaints raised (none to date).
- Put in place vendor onboarding processes to ensure all new vendors supplying goods/services to the UK are asked to provide detailed information on their human rights policies, practices and approach to managing risk.
- Ensure our businesses outside of the UK continue to monitor, manage and report modern slavery risks.
- Identify and assess potential risk areas in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a Risk and Compliance Committee. This consists of representatives from the following departments: Finance, HR, Legal and Sales.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff, where applicable. We also require our suppliers to provide adequate training.

We comply with all applicable employment law relating to employee terms and conditions, including pay.

The firm is committed to addressing the health and wellbeing of our people. We provide a full Employee Assistance Programme.

Compliance

Due to providing executive search, consultancy, and leadership advisory services at the highest level of all types of organisations, we have a limited supply chain. We believe our risk for violations of the Modern Slavery Act are low although we keep this under review and particularly in our limited supply chain.

We do not believe that further compliance actions are necessary at this time to combat slavery and human trafficking. Having said that, when appraising our supply chain, a risk-based approach has been developed, focussing on:

- **Products we buy** that are imported from countries identified as having a high risk of modern slavery; and
- **Services we consume** across industries where modern slavery is typically more prevalent.

In terms of the services we consume, our assessments have determined that cleaning and waste disposal services represents the only service line which carries a higher risk of modern slavery. This evaluation process continues on an annual basis.

This statement is published on behalf of SH Global Plc and made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the current financial year.

The Risk Committee, and Company Secretary, are the teams responsible for the compliance with the Modern Slavery Act. We will monitor our compliance annually and consider any additional measures each year.

This statement is approved by the Board of Directors, and Executive Management Committee, which applies to all subsidiaries.

Imsal Shahid
General Counsel and Company Secretary
13 April 2023