Slavery and Human Trafficking Statement

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 2018.

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 197 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 have concluded 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 polices

RRA’s parent, Russell Reynolds Associates, Inc., has developed a global Code of Conduct applicable to RRA and we operate to the highest standards of ethics, integrity and conduct in all our business dealings. We expect the same high standards of our suppliers. 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. 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. In our Modern Slavery Statement for 2016 we identified that as a matter of good practice it would be beneficial to review our UK supplier arrangements for our office support services including outsourcing partners, cleaning, and catering. The business’s focus during 2016 and 2017 has been on additional compliance risk areas, however the supplier review remains an area of focus for 2019. We have also 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 therefore continually review our supply chain and, as necessary, take steps to strengthen and enhance our procurement practices and contractual arrangements with suppliers. We also intend to review our supplier contracts to determine whether these include appropriate provisions in relation to modern slavery.

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. We will assess whether it is appropriate to develop a supplier code of conduct and/or to amend our supplier contracts as mentioned above. 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.

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

Signed by:

[Signature]

Eric A. Allen
Director
Russell Reynolds Associates Limited