

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 2016.

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 47 offices worldwide. In the UK, we employ approximately 165 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 organisations, 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 policies

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 but as a matter of good practice we intend to review our UK supplier arrangements for our office support services including outsourcing partners, cleaning, and catering. 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.

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 and we will assess whether it is appropriate to develop a supplier code of conduct. 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.

Signed by:

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



Eric A. Allen
Director
Russell Reynolds Associates Limited