

Modern Slavery Statement



Overview

Guidehouse Europe Ltd. is committed to compliance with the Modern Slavery Act 2015 and opposed to any form of slavery, servitude, forced labor or human trafficking. In accordance with Section 54 of the Modern Slavery Act 2015, we have several safeguards to prevent slavery, forced or child labor, and human trafficking taking place in our business or in our supply chains.

Guidehouse Europe Ltd. is a wholly owned subsidiary of Guidehouse Inc. Guidehouse Europe Ltd. merges global scale and decades of UK experience with a fully integrated team model, spanning both the UK commercial and public sectors. We provide a comprehensive range of advisory, digital technology, and managed services to help our UK clients navigate and outsmart today's most complex challenges.

Supply Chain

Many of our vendors are in low-risk sectors, such as professional services. We use contractors primarily from skilled professions to support our services and conduct internal business operations. Areas that may have a higher risk for modern slavery include outsourced services from industries such as recruitment firms and events vendors. To mitigate risk, Guidehouse has taken steps in our core business and supply chain to address modern slavery.

Steps taken in our core business to address modern slavery

- Guidehouse RI2SE values of Respect, Integrity, Innovation, Stewardship and Excellence are the essence of our identity. They support our vision, drive our culture, and shape our employees' conduct. We expect every employee to know and follow our Code of Conduct, which provides guidance on critical policies and regulations that impact our business operations. The Code states, "Guidehouse is committed to respecting and upholding the human rights of our employees and those we interact with directly or indirectly. Guidehouse will guard against complicity in human rights abuses, comply with applicable labor and employment laws, and draw on internationally recognized labor principles governing how we do business." All Guidehouse employees are required to read the Code and confirm they will adhere to the Code when they join Guidehouse.
- Guidehouse corporate policies include our 1) Global Anti-Human Trafficking policy outlining the requirements of employees, vendors, and agents with respect to anti-human trafficking; 2) Anti-Bribery & Corruption and Anti-Money Laundering policy outlining the ethical conduct expected of employees and third parties; and 3) Global Human Rights Statement.

- In our recruitment process we perform background checks confirming eligibility to work in the UK to safeguard against human trafficking or individuals being forced to work against their will.
- We require employees to work with our procurement team to acquire supplies and services. The procurement team manages vendor relationships that are based on quality, pricing, delivery, and our Vendor Code of Conduct (“Vendor Code”) principles.
- Guidehouse requires new employees to take compliance training on our Code’s main topics. This includes the course “Protecting Human Rights,” which provides an overview of human rights and steps to prevent activities such as human trafficking, forced labor, and other forms of modern slavery. This training is also periodically required for all current employees for continued awareness and education.
- We encourage our employees and third parties to report any issues or concerns they may have about potential ethics violations or other potentially illegal conduct, which may include modern slavery/human trafficking. We provide a confidential, 24-hour telephone hotline and internet-based reporting service to report issues or concerns. Individuals can report concerns in a completely anonymous and confidential manner.

Steps taken in our supply chain to address modern slavery

- Guidehouse vendor relationships are based on lawful, efficient, and fair practices. We expect our vendors to obey the laws that require them to treat workers fairly and provide a safe and healthy work environment. We will not knowingly use any vendor that uses forced, prison, or indentured labor.
- We have a third-party due diligence process that includes an online search to check the vendor’s reportable offenses through an assessment and risk mitigation tool. We conduct this process at the beginning of every business relationship, and we continuously monitor vendors throughout the relationship. In the Guidehouse Vendor Code we summarize the principles of honest and ethical conduct for our vendors. The Vendor Code is published on guidehouse.com.
- We require new independent contractors and subcontractors to confirm they will adhere to the Vendor Code when they enter a contractual relationship with Guidehouse or abide by their own company Code if one is established.

Measurement of Effectiveness

Key metrics to measure effectiveness of actions undertaken include 1) submissions to our ethics hotline and other sources; 2) annual compliance training completion percentage; and 3) new employees having completed onboarding, including signing our Code.

- In 2024 and to date in 2025, our Ethics & Compliance team has not received any reports internally or from third parties regarding modern slavery or related policies.
- In 2024, we achieved a 99.9% completion rate for our workplace harassment and human rights training.
- In 2024, we achieved a 99.8% completion rate for our Code of Conduct onboarding training.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015. This constitutes the Guidehouse Europe Ltd. Modern Slavery Statement for 2025, which was approved by the Guidehouse Board of Directors on April 11, 2025.



Scott McIntyre
Chief Executive Officer