



# Modern Slavery Statement

Annual Report for the Fiscal Year 2025

## **Modern Slavery Act 2015 - Policy Statement**

### **Statement for the Financial Year 2025**

**This statement is made on behalf of Korn Ferry (UK) Limited pursuant to section 54(1) of the Modern Slavery Act 2015.**

Korn Ferry (UK) Limited is incorporated in England and Wales with registered number 00763575.

Its financial year is 1 May to 30 April. This Policy Statement is therefore for the period 1 May 2024 to 30 April 2025.

Korn Ferry (UK) Limited is the United Kingdom-based subsidiary of a global organizational consulting firm: Korn Ferry (listed on the New York Stock Exchange).

The nature of our business is such that our supply chain consists mainly of professional services suppliers including in the areas of IT, facilities management, cleaning, catering, business services, employee benefit providers, accommodation and travel, and professional facilitators, coaches, and consultants to support our client needs. We also buy from suppliers of IT products and office-related goods. Our suppliers are typically either (i) suppliers who provide services to Korn Ferry globally (e.g. IT infrastructure, IT hardware and travel services), or (ii) more localized suppliers such as office supplies, catering, office cleaning and courier services.

### **Assessment of Modern Slavery Risks in our Operations and Supply Chains**

We have identified two potential risk areas for modern slavery practices—our direct workforce and suppliers.

1. In assessing the risk of modern slavery within our direct workforce, we considered our recruitment, retention, remuneration and employment practices, our values and commitment to ethical conduct, and the nature of our workforce generally which is highly skilled and educated. Korn Ferry (UK) Limited is committed to compliance with all applicable employment, labour, and human rights laws where we operate. Our company policies and employment practices set forth standards of behaviour, including prohibiting discrimination, harassment, and retaliation, as well as the establishment of a minimum age employment requirement. For these reasons, Korn Ferry (UK) Limited has assessed the risk of modern slavery practices in relation to our direct workforce as low.
2. We have preliminarily assessed the risk of modern slavery practices among our suppliers as low because of the nature of our suppliers, implementation of the Code of Business Conduct and Ethics for Contractors and Vendors, and our Alertline facility, which operates as a means to raise concerns with Korn Ferry's General Counsel and Senior Vice President, Internal Audit. We plan however to keep this under review, including in the next reporting period, and take a more granular and targeted approach where necessary as set forth more fully below.

### **Actions to Assess and Address Modern Slavery Risks**

Responsibility for ongoing monitoring and assessment to detect and mitigate risks of modern slavery in our operations and supply chain is jointly managed by a team of business function

leaders, including our Managing Director, Finance, HR, Legal, and Administration Managers. The focus of this reporting period has been on assessing the commitment of potential new suppliers to eradicate modern slavery in compliance with the Modern Slavery Act 2015 and continuing to review our policies in relation to our workers and suppliers. In doing so, we have taken the actions as described below.

### *Korn Ferry's Policies and Practices*

Korn Ferry (UK) Limited supports the fundamental principles of human rights throughout its business as guided by the principles outlined in the United Nations Universal Declaration of Human Rights.

Korn Ferry (UK) Limited's commitment to this declaration and the principles it represents informs our practices, including Korn Ferry's values, culture, policies, and actions toward its employees, contractors, suppliers, clients, candidates, and the communities in which Korn Ferry (UK) Limited operates. In our workplaces and our dealings with clients, business partners, and suppliers, we support the abolition of child labour, eliminating all forms of forced, bonded, and compulsory labour, avoiding complicity in the adverse human rights impacts caused by others, and the elimination of unlawful discriminatory practices with respect to all aspects of employment.

We are committed not just to complying with the letter of the laws, regulations, and rules that are relevant to our business, but to the spirit of these laws, regulations, and rules. These commitments are embodied in Korn Ferry's global Code of Business Conduct and Ethics which tasks all employees with the responsibility to deal fairly with our clients, service providers, suppliers, and competitors. No matter where they are in the world, Korn Ferry (UK) Limited's employees are expected to commit to abiding by the Code, as well as many other critical policies and procedures.

Maintaining an inclusive workplace is a critical dimension of Korn Ferry (UK) Limited's culture and providing the environment we all want to be a part of at Korn Ferry. Korn Ferry (UK) Limited is dedicated to providing its personnel with a respectful, safe, and ethical workplace free from hostile, discriminatory, or harassing conduct. We emphasize our expectation and culture of respectful treatment for all people, including as part of our recruitment practices, during the onboarding of new hires, and through regular training of employees. Our commitment to compliance with all applicable employment, labour, and human rights laws where we operate is evidenced by our employment policies and practices, including the Code of Business Conduct and Ethics, Global Non-Harassment and Non-Discrimination Policy, Equal Employment Opportunity Policy, and Human Rights Statement. All employees of Korn Ferry (UK) Limited are made aware of the contents of these policies and are required to adhere to them.

### *Code of Business Conduct for Contractors and Vendors*

Our expectations for high standards of business conduct, integrity, human rights, and adherence to the law reach beyond our employees. They extend to our contractors and suppliers who we use to help us meet the needs of our business. We seek to develop and strengthen partnerships based on transparency, collaboration, and mutual respect. Korn Ferry's Code of Business Conduct and Ethics for Contractors and Vendors: [korn-ferry-code-business-conduct-ethics-contractors-vendors.pdf \(kornferry.com\)](https://www.kornferry.com/korn-ferry-code-business-conduct-ethics-contractors-vendors.pdf) describes our expectations for our contractors and suppliers, including a commitment to high professional standards and ethical conduct in their business dealings with Korn Ferry (UK) Limited as well in the conduct of their business. We expect contractors and suppliers to maintain a work environment that respects fundamental human rights and prohibits discrimination and harassment so that all individuals are treated with respect and dignity, and equal opportunity in employment is provided based on individual merit and personal qualifications to employees and all applicants for employment.

We make the Code of Business Conduct and Ethics for Contractors and Vendors available to suppliers, including through publication on the Korn Ferry website, and endeavour to incorporate the principles of the Code of Business Conduct and Ethics for Contractors and Vendors and our key policies into agreements with contractors and suppliers.

From time to time, we review our supplier agreement templates and terms of engagement in light of evolving applicable laws and regulations.

We have developed a Modern Slavery Questionnaire. Depending upon the nature of the proposed supply/ supplier, the questionnaire may be used to assess a supplier's commitment to eradicating modern slavery, including understanding what the supplier is doing to promote compliance within their own supply chain.

### *Speaking up*

Korn Ferry (UK) Limited encourages employees, contractors, and suppliers to report suspected misconduct to the Company. Korn Ferry (UK) Limited provides several avenues through which to report concerns. The Company regularly publicizes the means to report potential violations and seek guidance on compliance issues to employees and contractors.

Korn Ferry's Alertline, operated by a third-party compliance service provider, is publicly available to our employees, contractors, clients, suppliers, and others outside of the organization to report concerns.

Alertline reports:

- can be made anonymously and confidentially (unless prohibited by law);
- are handled in a confidential manner, to the extent possible considering the potential need to investigate the alleged violation or otherwise follow up on the report;
- are directed to the General Counsel and the Senior Vice President, Internal Audit and Risk Management Oversight; and
- are expected to be evaluated and investigated, as appropriate, to the extent related to concerns of possible violation of law or policy.

Korn Ferry (UK) Limited prohibits retaliation of any kind against anyone who, in good faith, reports violations or possible violations or who assists in the investigation of a reported issue and encourages reporting of any potential retaliation. This non-retaliation policy is publicized through the Code, trainings, and other communications.

### **Assessing the Effectiveness of our Approach**

We have not identified a need to take any additional action in this reporting period with regard to our employee practices. With regard to our suppliers, we continue to keep this under review and take a more granular and targeted approach where necessary.

In addition, we will continue with the annual review process to assess the progress and effectiveness of the actions we have undertaken.



**Tony Goodes**  
Director  
Korn Ferry (UK) Limited



## About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.

