



## **Modern Slavery and Human Trafficking Statement**

L.E.K. Consulting is committed to improving its practices to combat slavery and human trafficking.

### **Organisation structure**

L.E.K. Consulting is a global management consulting firm that uses deep industry expertise and rigorous analysis to help business leaders achieve practical results with real impact. We are uncompromising in our approach to helping clients consistently make better decisions, deliver improved business performance and create greater shareholder returns.

The firm advises and supports global companies that are leaders in their industries — including the largest private- and public-sector organisations, private equity firms, and emerging entrepreneurial businesses. Founded in 1983, L.E.K. employs more than 1,600 professionals across Europe, the Americas and Asia-Pacific. For more information, go to [www.lek.com](http://www.lek.com).

### **Anti-slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Anti-slavery, Human Trafficking and Reporting Policy reflects our commitment to acting ethically and with integrity in all our business relationships and our effort in implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place within our supply chain.

### **Our supply chain**

As a business advisory firm L.E.K. does not have a large or complicated supply chain and our suppliers are typically vetted well-established service providers such as research companies, insurers, lawyers, accountants and other consultants. Some of our suppliers are based in the relevant jurisdiction of the L.E.K. entity they supply while others are engaged on a global scale.

Other suppliers in our chain mainly relate to the provision of administrative and non-revenue related services such as: cleaners, employment agencies, sub-contractors for certain IT functions, maintenance of printers, office and kitchen equipment, taxi and other transport providers, off-site storage and certain SaaS solutions used for human resources and finance systems.

Contractual relationships in our supply chain contain provisions requiring supplier's assurances of compliance with modern slavery and human trafficking laws.



## **Processes for the avoidance of slavery and human trafficking**

We, as a firm, seek to put processes and policies in place in order to comply with applicable law.

As part of our initiative to identify and mitigate such risk we have carried out an initial risk assessment review and have decided to adopt measures to contractually mitigate the risk of slavery and human trafficking occurring in our business and supply chain and to provide a mechanism for reporting any activity which may not meet the requirements.

Therefore, after a proper assessment and review into our risk profile in relation to slavery and human trafficking matters, in our contracts with third party suppliers we introduced and are continuing to incorporate provisions to require assurances from suppliers that modern slavery does not take place within their business or their supply chains. Further, any failure to comply shall continue to be treated as a material breach of contract and will entitle us to terminate our contractual relationship with immediate effect.

Should any supplier be found to use modern slavery in their business or in any part of their supply chain we are permitted to take steps which can include discussions with the relevant supplier around remediation actions or termination of the contract.

## **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 continue to provide awareness training to those of our employees who have responsibility in relation to engaging suppliers and provide an overview of our commitment to staff who join us.

## **Future steps**

Following a recent review of our processes we intend to continue to take the following further steps to combat slavery and human trafficking: (i) continue to seek assurances from suppliers that their and their supply chains comply with the Modern Slavery Act 2015 and Human Rights Act 1998; and (ii) undertake an assessment and review of our policies periodically.

This statement was signed by the Head of Europe on behalf of the partners and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31st December 2018.

A handwritten signature in black ink, appearing to read 'Chris Hill', with a long horizontal line extending to the right.

**L.E.K. Consulting LLP**

**Date: February 2020**