

L.E.K. CONSULTING HUMAN RIGHTS POLICY STATEMENT

(Version 1.0)
June 2024

At L.E.K., we are committed to protecting and upholding the human rights of all individuals associated with L.E.K., including employees, business partners, and others who may act on L.E.K.'s behalf. Our actions are guided by our human rights statement and are detailed in our Code of Conduct, corporate policies, and Supplier Code of Conduct.

As part of this commitment, we pledge to refrain from participating in or enabling the use of child, forced, or exploited labor, forced or exploitative conditions, and human trafficking.

This policy applies to all L.E.K. employees, those doing business with, or for, L.E.K. and others who may act on L.E.K.'s behalf. This policy applies to all L.E.K. office locations and wherever L.E.K. business is conducted.

Our commitments

As a participant in the United Nations Global Compact, we support The Ten Principles on human rights, labor, environment, and anti-corruption; the Universal Declaration of Human Rights; the UN Guiding Principles on Business and Human Rights; and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

We strive to adhere to the principles set forth in these standards, as aligned with those aspects that apply to us and the services we provide, and comply with all applicable laws, wherever we operate. Particularly, we seek to align our global policies and practices with the ILO core conventions regarding child labor, forced labor, freedom of association, the right to organize and bargain collectively, equal pay, and non-discrimination in the workforce.

L.E.K. is dedicated to providing a safe, healthy, and respectful work environment for all employees. We strongly believe in protecting the rights of individuals who have been historically disadvantaged in the workplace and in society, including the rights of women, individuals from underrepresented ethnic/racial backgrounds, people with disabilities and LGBTQIA+ individuals.

To uphold these fundamental principles, we recruit ethically, provide fair wages and benefits, and aim to create a workplace that values diversity, promotes inclusion, and

fosters collaboration and teamwork. We are committed to creating a supportive culture in which our people feel comfortable coming to work and being themselves; where everyone is afforded the same opportunities to achieve their personal and professional goals; and where everyone is encouraged to develop, grow and achieve their full potential. Our Employee Code of Conduct reflects our commitment to treating our employees with respect and dignity.

In action

All employees are responsible for ensuring compliance with this policy. Employees are encouraged to raise any concerns with their manager, The People Team, or can submit a confidential report through our whistleblower hotline (available at: www.lekconsulting.ethicspoint.com).

L.E.K. will investigate any alleged violations of this policy and take appropriate corrective action, as necessary. Furthermore, we will regularly monitor our human rights commitments to ensure that we are continuously promoting human rights within the communities in which we operate.

Human Rights in the Supply Chain

L.E.K.'s Supplier Code of Conduct describes certain basic expectations and requirements for suppliers. As a practicing advocate of health and safety, labor and human rights, environmental sustainability, diversity and inclusion, ethics, and other responsible business practices, L.E.K. holds its suppliers to the same high standards.

VERSION HISTORY

Version	Review Date	Reason for Review	Release Date	Effective Dates
1.0 Human Rights Policy			June 2023	1 June 2023 to 20 June 2024
	20-June-2024	Annual review. No content changes. Date updated.	June 2024	From 20 June 2024