
Modern Slavery and Human Trafficking Statement

L.E.K. Consulting is committed to improving its practices to combat slavery and human trafficking in our business and supply chain.

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 seek the highest standards of integrity and ethics in all our interactions and encourage our suppliers to uphold the same standards.

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 2,300 professionals across Europe, the Americas and Asia-Pacific. For more information, go to 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 modern slavery and human trafficking are 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 valued, well-established service providers such as research companies, lawyers, accountants and other consultants. Most of our suppliers are based in the same jurisdiction of the L.E.K. entity they supply to, while others are engaged on a global scale.

Other suppliers in our chain mainly provide administrative and non-revenue-related services, and include entities such as landlords, employment agencies, subcontractors for certain IT functions, maintenance of printers, cleaners, office and kitchen equipment, taxi and other transport providers, and operators of off-site storage and certain SaaS solutions used for human resources and finance systems.

Contractual relationships in our supply chain often contain provisions requiring the supplier's assurances of compliance with modern slavery and human trafficking laws specifically or as a generic compliance with applicable legislation depending on the type of contracts and potential risk assessed. We expect our suppliers to provide fair employment practices and encourage them to run their business ethically.

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.

We carry out an initial risk assessment review of suppliers and supplier agreements and have decided to adopt measures to contractually mitigate the risk of modern 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 of our risk profile in relation to modern slavery and human trafficking matters, in our contracts with third-party suppliers we seek to introduce and continue 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 is considered to be and treated as a material breach of contract which entitles 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. We have added an ethics whistleblowing reporting line to ensure that matters arising can be brought to our attention and are dealt with promptly. In addition, we will continue to look at ways to improve and refine supplier processes and continue to develop more robust supplier questionnaires.

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. We have updated our training to ensure that this training forms part of our global training and not just limited to certain jurisdictions.

Future steps

L.E.K. is committed to continually improve its practices in preventing modern slavery and human trafficking.

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 they and their supply chains comply with the Modern Slavery Act 2015, Human Rights Act 1998 and Modern Slavery Act 2018; (ii) undertake an assessment and review of our policies periodically and assess if changes are needed; and (iii) as we grow and increase supplier relationships, we look to develop a supply chain process to provide more robust measures throughout the offices in our network to ensure compliance with our own policies.

The statement was signed by the Head of Europe at L.E.K. Consulting on behalf of the partners and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes L.E.K.'s slavery and human trafficking statement for the financial year ending 31 December 2023.



Signed by: Ben Faircloth

On behalf of: L.E.K. Consulting LLP

Date: May 2024