



Modern Slavery Statement

As a leading global management consulting firm we uphold the highest moral, ethical and legal standards in all we do. This includes ensuring that modern slavery wherever it occurs is eradicated and is not taking place in our business or in our supply chains. Following is a statement of the steps that Bain International Inc (ABN 29 003 850 619), a company incorporated in Massachusetts, United States of America, which is registered and operating in Australia, in addition to Hong Kong, as a branch of an overseas company, has taken in support of the Commonwealth Modern Slavery Act 2018.

About Bain International Inc.

Bain International Inc is incorporated in Massachusetts, United States of America, and is registered and operating in Australia, in addition to Hong Kong, as a branch of an overseas company. Bain International Inc is part of the Bain & Company group which comprises multiple entities across different countries including Australia. Bain is one of the world's leading management consulting firms. We work with top executives to help them make better decisions, convert those decisions to actions and deliver the sustainable success they desire. We advise global leaders on their most critical issues and opportunities strategy, marketing, organization, operations, technology, digital, advanced analytics, transformations, sustainability, corporate finance and mergers & acquisitions, across all industries and geographies.

Our Approach

Bain is guided by our "True North" – our unwavering commitment to always do the right thing for our clients, our people and our communities. True North defines the internal culture and values that make our firm special. They are reflected in our Professional Standards and our comprehensive global Code of Conduct, which reinforces our pledge to act with integrity and govern our conduct and behaviour. We do not tolerate slavery or human trafficking or unfair treatment in any part of our business or in our supply chains. We are committed, through our policies and practices in relation to human resources, procurement and corporate responsibility to ensure that modern slavery is not present in our own business or our supply chains.

Our Operations and Supply Chain

Bain is a service provider; the success of our business hinges on our principal asset: a highly skilled and educated workforce. The nature of the services we provide and the policies and procedures we already operate mean that we consider ourselves to be at 'low risk' risk of modern slavery, unlawful child labour or human trafficking existing within our own business.

In relation to our supply chain, we have processes in place to ensure that the products and services we consume are sourced from reputable suppliers. We will continue to remain vigilant to ensure that this remains the case. Our supply chain includes office related services such as our real estate, facilities management, catering, cleaning, office furniture and supplies, technology hardware and software, transportation and hospitality services and professional services for recruitment, marketing, training, employee benefit providers and other business services.

Policies and Procedures

Our **Code of Conduct** sets out ethical business practices and standards of conduct that we expect of employees, contractors and suppliers and includes anti-bribery and corruption



requirements and a requirement that our vendors must comply with our Supplier Code of Conduct. We ensure that our working and employment practices are ethical. Read more on what we believe at <https://www.bain.com/about/what-we-believe/>

Our **Supplier Code of Conduct** prohibits child labour and forced labour and supports the principles of the United Nations Global Compact, the Universal Declaration of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work. We require all our suppliers to comply with our Supplier Code of Conduct.

For some of our sustainability and social impact initiatives outside our own business, visit our **Social Impact** page at <https://www.bain.com/about/social-impact/>

Our **Whistleblower Protection Policy** allows employees, contractors, contractors or an associate of Bain or a relative of any of those persons to raise concerns about any individuals or organisations that Bain interacts with, including clients, suppliers or others.

Assessment of Modern Slavery Risks

We assess and address risks of modern slavery, unlawful child labour and human trafficking within our business and supply chain by

- continuing to review our vendor contracts and sourcing processes periodically to ensure that our zero tolerance policy towards slavery, unlawful child labour and human trafficking is upheld
- upholding our Supplier Code of Conduct which identifies ethical business practices and protocols. The standards in the Supplier Code of Conduct are included in all new and existing key supplier and contracting agreements
- recognising that the business function teams who are responsible for supplier arrangements play a key role in reducing the risk of modern slavery risks and we have developed and have conducted modern slavery awareness training in Australia to all the business function teams
- regularly reviewing our procurement practices to seek to ensure that our suppliers and third party labour providers operate ethically including addressing modern slavery risks in their business and also in their supply chain.
- regularly reviewing recruitment providers, preferred supplier arrangements and our arrangements for employee benefits to ensure compliance with our Supplier Code of Conduct

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 functions leaders including Finance, HR, Legal and the Office Head.

This statement is for the calendar year ending 31 December 2022, in accordance with the Modern Slavery Act 2018 (Cth).

This statement was approved by Matthew Hirshfield, as the Sole Director and principal governing body of Bain International Inc.

A handwritten signature in black ink, appearing to read "Matthew Hirshfield".

Matthew Hirshfield

Sole Director

Date: 20 June 2023