

FY 2023

 FTI Consulting Australia
Modern Slavery Statement

1 January 2023 to 31 December 2023



This joint statement sets out the steps FTI Consulting - FD Australia Holdings Pty Ltd, FTI Consulting (Australia) Pty Ltd and their associated entities (“FTI Australia”, “we”, “us”, “our”) have taken during the financial year ended 31 December 2023 (“Reporting Period”) in relation to our responsibilities under the *Modern Slavery Act 2018* (Cth) (“the Modern Slavery Act”), and our ongoing plans to assess and mitigate the risk of modern slavery within our business and supply chains. This is FTI Australia’s second Modern Slavery Statement, pursuant to our obligations under Section 13 of the Modern Slavery Act.

FTI Australia acknowledges that we stand on the lands of the First Nations peoples and would like to pay our respects to Elders past and present. We extend solidarity and hope for a future where all are afforded justice, dignity and peace.

Australian Practice Leader's Message

At FTI Australia, we are committed to upholding the highest ethical standards in our operations and supply chains. We believe that combatting modern slavery is not only a moral imperative but also essential for sustainable business practices.

In FY 2023, we built upon our efforts in FY 2022 to strengthen our approach to mitigating modern slavery risks within our operations and supply chains.

This Modern Slavery Statement outlines our continued progress, demonstrating our ongoing commitment to combat modern slavery practices.

In accordance with section 14 of the Modern Slavery Act, this joint statement was approved by the Board of FTI Consulting – FD Australia Holdings Pty Ltd and FTI Consulting (Australia) Pty Ltd and signed by Mark Dewar in his capacity as a director of both boards.



A handwritten signature in black ink, appearing to read 'M Dewar'.

MARK DEWAR

Director & Australian Practice Leader

For and on behalf of FTI Consulting – FD Australia Holdings Pty Ltd,
FTI Consulting (Australia) Pty Ltd and their associated entities

June 2024

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About Us

FTI Australia is a consulting firm that provides business advisory services. It is part of the FTI Consulting group, ultimately owned and controlled by FTI Consulting, Inc. (“FTI Consulting”), which is listed on the New York Stock Exchange.

In Australia, the reporting entities for the purposes of the *Modern Slavery Act 2018* (Cth) are FTI Consulting – FD Australia Holdings Pty Ltd and FTI Consulting (Australia) Pty Ltd. All of their owned and controlled entities are listed in the Annexure and are described as “associated entities” in this statement.¹

Our business in Australia primarily operates through FTI Consulting (Australia) Pty Ltd and FTI Consulting Technology (Sydney) Pty Ltd. These two companies, as well as all our associated entities, have directors in common. Aside from the above trading entities, our associated entities in Australia are non-trading and do not have employees.

Mark Dewar, our Australian Practice Leader, is a director across all our reporting and associated entities. These entities share the same management systems, executive and leadership team, which receives periodic updates in relation to our activities aimed at assessing and mitigating the risk of modern slavery in our business and supply chains. The process of consultation in preparing this statement occurred within this structure and each of the owned or controlled entities of the reporting entities were consulted in the preparation of this statement.

Our Commitment to Human Rights

Globally, FTI Consulting remains committed to identifying and addressing ESG risks and opportunities, and continues to be a participant of the United Nations (UN) Global Compact supporting the Ten Principles on human rights, labour, environment and anti-corruption.

FTI Consulting also supports and respects human rights as expressed in the Universal Declaration of Human Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. Further, FTI Consulting conforms to the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

In support of the UN Global Compact, FTI Consulting, across all of its global operations, endeavours to align its corporate sustainability strategy and corporate citizenship efforts to further the UN Sustainable Development Goals (“SDGs”). FTI Consulting has prioritised seven SDGs. These include SDG eight, *Decent Work and Economic Growth*, which specifically targets forced labour, modern slavery and human trafficking. Further information about our Corporate Citizenship and ESG strategy can be found on FTI Consulting’s website.²

¹ Associated entities are listed in the annexure to this statement.

² Corporate Sustainability Report, FTI Consulting 2022, <<https://www.fticonsulting.com/insights/reports/corporate-sustainability-report>>.

Our Operations and Supply Chains

Our FY 2022 Modern Slavery Statement provided a detailed overview of our operations and supply chains. The descriptions in that statement remain accurate in relation to this Reporting Period.

We operate in four offices across Australia, in Sydney, Melbourne, Brisbane and Perth. Our total number of employees at the end of this Reporting Period was 324. As a professional services firm, our employees perform predominantly office-based roles, with our team of professionals including forensic accountants, lawyers,

economists, journalists, e-discovery experts and insolvency practitioners.³ The majority of our employees are skilled individuals with tertiary-level qualifications, with many also members of various professional and industry associations. Further, the majority of our workforce is engaged on a full-time basis.

We also utilise a small number of contractors, including external consultants, in our business operations or client service delivery. All of our contractors are engaged under Australian laws.

Figure 1 – Our Office Locations

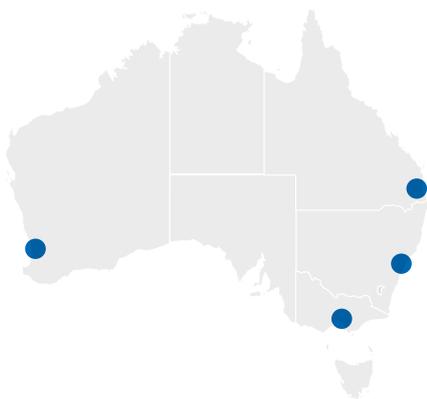
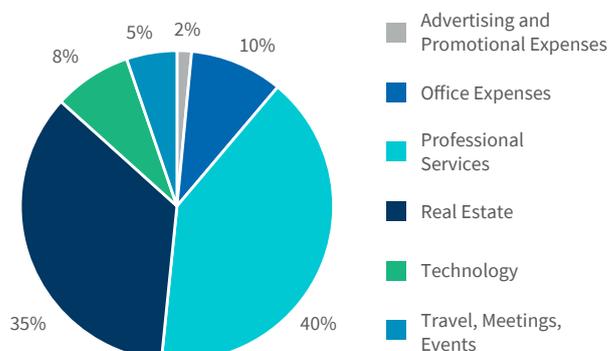


Figure 2 – Procurement Categories and Proportions of Spend in FY 2023



4 Offices	324 Employees	93% Full-time staff	7% Part-time staff	97% Suppliers based in Australia	3% Suppliers based overseas	100% Contractors engaged under Australian laws
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SUPPLIERS

In FY 2023, our supply chain involved more than 480 direct suppliers of goods and services across the following main categories: real estate, technology, professional services, office expenses, advertising and promotional expenses, and travel, meetings and events.

We procured goods and services to the value of AUD \$23.7 million, of which just over 180 suppliers and contractors were paid over AUD \$10,000 and accounted for over 90% of our total annual supplier spend (with the top 10 suppliers accounting for over 54% of total annual supplier spend).

The majority of our suppliers are based in Australia. There are 16 suppliers based internationally who were paid over AUD \$10,000 in FY 2023. They are large, well-established consultants and advertising companies with operations in the United Kingdom, Hong Kong, the United States, New Zealand, Papua New Guinea and India. Some of the suppliers based overseas are reporting entities themselves under other modern slavery or human rights reporting regimes.

As shown in Figure 2, the two largest categories of suppliers are those helping our firm run our office premises and those providing professional services to us. Several of our suppliers have long-term contracts with us.

³ FTI Consulting 2024, Services, <<https://www.fticonsulting.com/locations/australia/services>>.

Modern Slavery Risks in Our Operations and Supply Chains

OUR OPERATIONS

As a professional services firm operating within Australia, the risk of causing or contributing to modern slavery practices within our operations remains low for the reasons detailed in our FY 2022 Modern Slavery Statement. In addition to the lower risk profile associated with our operations being entirely in Australia, our employees have formalised employment agreements and remuneration is reviewed annually, including based on data from salary benchmarking surveys conducted by professional survey firms. All employees also undergo thorough background checks, including verification of the right to work in Australia, before employment begins. We actively monitor and engage with our employees in relation to health and wellbeing practices, including to address excessive leave balances or support our employees during overly busy periods.

SUPPLY CHAINS

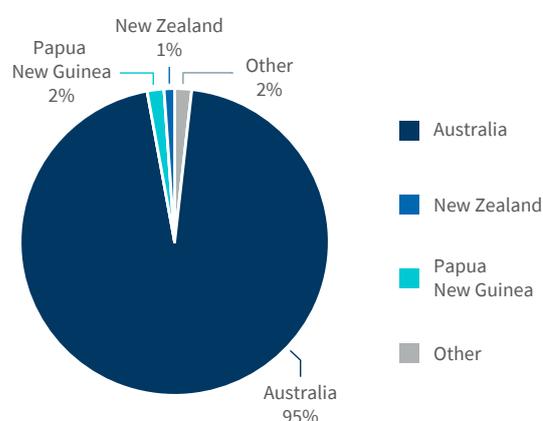
We recognise that modern slavery risks within the operations and supply chains of our suppliers may be higher than that of our own, particularly where suppliers operate in countries with a higher prevalence of modern slavery. Having assessed the potential connections between our procurement practices and modern slavery, we remain of the view that there is a low risk of having caused or contributed to modern slavery in our tier 1 supply chain. However, we recognise that modern slavery risks exist within the lower tiers of our supply chain via the supply chains of our direct suppliers, including those based in Australia.

Our supplier modern slavery risk assessment methodology is based on various factors:

- the supplier’s country of operation
- the supplier’s industry or sector
- whether our contractual agreement with the supplier includes modern slavery obligations
- the existence of signed vendor onboarding forms (ensuring the supplier agrees to our Vendor Code of Conduct which explicitly refers to our zero-tolerance approach to modern slavery)
- whether the supplier has published modern slavery statements or policies that address the management and mitigation of modern slavery risks in their businesses.

The pie chart in Figure 3 below shows our total spend for FY 2023 by supplier location, with 95% of our spend occurring with suppliers based in Australia. Our expenditure with overseas suppliers spanned 10 countries: Hong Kong, Papua New Guinea, the United Kingdom, the United States, Singapore, the Philippines, India, Slovenia, Germany and New Zealand.

Figure 3 – Direct Supplier Locations



As noted earlier in this statement, we had 16 international suppliers who were paid over AUD \$10,000, of which 11 were engaged for professional services. The five non-professional services suppliers, located in New Zealand, the US, and Singapore, are based in countries with a lower prevalence of modern slavery. Among these, two of the suppliers (one in the technology sector and the other in travel, meetings and events) are reporting entities under the UK Modern Slavery Act.

PROCUREMENT CATEGORIES WITH INHERENT MODERN SLAVERY RISKS

The structure of our supply chain remains largely the same as in the prior Reporting Period in FY 2022. Based on the breakdown of our suppliers into the six main categories (see Figure 2), there are five categories with an elevated risk of modern slavery. An overview of the inherent industry risks is set out in the table below.

Supplier Category	Types of Modern Slavery Risks	Comments
 <p>Real Estate</p>	<ul style="list-style-type: none"> – Debt bondage – Deceptive recruiting for labour or services 	<p>Landlords of office premises face modern slavery risks in their operations and supply chains including in relation to cleaning and security services which rely on low-skilled labour and can be susceptible to exploitation. Suppliers relating to renovations/office fit-out are also likely to rely on low-skilled labour (in construction and maintenance) and procure building materials such as flooring, glass, steel and other products that may be linked to modern slavery.</p>
 <p>Technology</p>	<ul style="list-style-type: none"> – Forced labour – Debt bondage – Child labour – Human trafficking 	<p>There is well established evidence of modern slavery risks in the supply chains in this category, particularly in the hardware manufacturing segment, due to complex and global supply chains, demand for low-cost production, raw materials sourced from areas of higher modern slavery risk and migrant labour.</p> <p>Complex subcontracting in the electronics manufacturing sector reduces traceability. Labour hire agencies and sub-agents are used in the recruitment of workers which can increase risks of exploitation in some contexts.</p>
 <p>Travel, Meetings and Events</p>	<ul style="list-style-type: none"> – Debt bondage – Deceptive recruiting for labour or services 	<p>Travel and events suppliers, including hotels and hospitality venues may pose a greater risk of modern slavery, including amongst other things, due to complex and opaque supply chains, a vulnerable workforce and the utilisation of low-skilled migrant workers.</p>
 <p>Office Expenses</p>	<ul style="list-style-type: none"> – Forced labour – Debt bondage – Child labour 	<p>Procurement of stationery, catering, office equipment (including printers and other electronic machinery) and utilities have higher inherent risk of modern slavery due to complex and opaque supply chains and offshore labour intensive production, which may involve manual processes and a vulnerable workforce.</p>
 <p>Advertising and Promotional Expenses</p>	<ul style="list-style-type: none"> – Debt bondage – Forced labour 	<p>The heightened risk in this category is due to the likelihood of, for example, promotional merchandise supplied being produced in countries with weaker controls around modern slavery further down the manufacturing chain.</p>

Actions to Assess and Address Modern Slavery Risks

FTI Australia continues to remain vigilant of the actual or potential risks of modern slavery practices in our operations and supply chains.

OUR OPERATIONS

We continue to monitor reports made through our externally managed whistleblowing integrity helpline to identify concerns raised in relation to modern slavery in our operations or supply chain. We did not receive any reports in relation to actual or suspected modern slavery practices in FY 2023. However, we acknowledge that this does not necessarily correlate with the absence of modern slavery and, rather, may reflect potential limitations on the awareness and accessibility of the helpline. FTI Consulting is committed to ethical behaviour and we strive to foster an environment where concerns can be raised through multiple contact points and issues addressed without fear of retaliation. We have a no retaliation policy⁴ which we actively promote by way of regular communications to our employees and references within corporate policies, many of which are available on our website.

Our integrity helpline (also known as EthicsPoint) is available 24 hours a day, 7 days a week and provides an avenue to report concerns including human rights abuses, unethical conduct, violations of law, and breaches of FTI Consulting policies.



Reports can be made either confidentially or anonymously and the information will be relayed to FTI Consulting's Compliance department for further investigation. The helpline is referenced in FTI Consulting's Code of Ethics and Business Conduct ("the Code"), Human Rights Policy, whistleblowing policies (Australian and Global policies) and FTI Consulting's Vendor Code of Conduct, which can be found on our website.⁵ We also have posters about the integrity helpline displayed in all of our offices.

During this Reporting Period, we also communicated with our people to remind them of our approach to mitigating modern slavery in our business and supply chains.

POLICIES AND PROCEDURES

The relevant policies in place to mitigate modern slavery in our operations and supply chains, as set out in our FY 2022 Modern Slavery Statement, continued to remain operational during the Reporting Period.⁶

In FY 2023, FTI Consulting updated and re-released the Code. The Code reflects our corporate values and outlines our collective intentions with respect to how we conduct global business activities. In relation to modern slavery, the Code reiterates FTI Consulting's commitment to upholding human rights and encourages the reporting of misconduct immediately, including where there is reason to believe that any third party we do business with (subcontractors, business partners or vendors) is engaging in modern slavery practices.

Upon joining FTI Australia, all employees receive mandatory training on the Code, which explains our position and approach to mitigating modern slavery and human rights abuse risks in FTI Consulting's businesses, further detailed in our global Human Rights Policy.⁷ Refresher training on the Code is also mandatory on an annual basis for all staff and in FY 2023 the training achieved a 98% completion rate in Australia.

CLIENT SERVICES

Many of our clients have sought our agreement to their modern slavery contractual engagement terms, as well as agreement to their supplier codes of conduct, which include addressing modern slavery risks. During the Reporting Period, we continued to cooperate with and accommodate wherever possible, our clients' risk assessment measures in this regard, as required. In addition, we responded to many questionnaires from our clients seeking information about our practices in relation to modern slavery risks in our operations and supply chains, recognising FTI Australia as a supplier in our clients' own supply chains. When engaging with clients on new matters, we shared FTI Australia's policies and our FY 2022 Modern Slavery Statement, to evidence FTI Australia's position and efforts in this area.

⁴ About FTI, Governance <<https://www.fticonsulting.com/about/governance>>.

⁵ About FTI, Governance <<https://www.fticonsulting.com/about/governance>>.

⁶ About FTI, Governance <<https://www.fticonsulting.com/about/governance>>.

⁷ About FTI, Governance <<https://www.fticonsulting.com/about/governance>>.

SUPPLY CHAINS

Nearly all new suppliers during FY 2023 signed vendor onboarding forms, confirming their agreement to our Vendor Code of Conduct. The Vendor Code of Conduct sets out our expectation that our vendors will uphold individual human rights in all their operations and not use modern slavery, including knowingly doing business with subcontractors, business partners or other vendors who violate these practices. It also reaffirms our expectation that our suppliers abide by various or similar standards to those set by the UN Global Compact and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

In FY 2023, we conducted a more detailed review of our suppliers in the real estate sector, being the largest of our supplier cohort making up 35% of our total spend. Observations from this assessment, including commentary on the higher risk supplier categories, are set out below.

Real Estate



Our landlords are prominent real estate companies, all located in Australia. As one of our largest procurement categories, we recognise the need to engage with our landlords and foster transparency and open communication regarding modern slavery risks. In FY 2023, we found that all of our landlords are reporting entities under the Modern Slavery Act, with published modern slavery statements demonstrating their commitment to addressing this critical issue. These statements reflect a growing awareness and commitment within the real estate industry to combat modern slavery and promote ethical business practices throughout their operations and supply chains. Importantly, three out of four of the buildings where our office tenancies are located, are Cleaning Accountability Framework certified buildings.⁸ This category of our spend in FY 2023 also included construction and fit-out costs associated with our office relocation in Melbourne. Our principal vendor is a reporting entity under the Modern Slavery Act, with a published modern slavery statement reflecting its commitment to preventing modern slavery and ensuring ethical practices throughout their operations and supply chain.

Technology

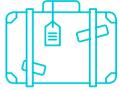


We consider our technology products we procure to be in the high-risk category. This is due to widely known systemic labour issues in the technology industry. Additionally, the products acquired to produce hardware are typically manufactured in countries carrying a high modern slavery risk, including China, Malaysia and India.⁹ We also recognise the high inherent risks of modern slavery at the start of the supply chains of these products, such as the worst forms of child labour and forced labour in the mining of critical materials that are needed to produce electronic parts.

In FY 2023, we had seven suppliers who supplied us with computer hardware and audio-visual equipment, located or headquartered in countries with lower modern slavery risk (Australia and United States). Of those seven suppliers, two are reporting entities in Australia, with 85% to 90% of their procurement spend being with suppliers in Australia, and a further two are reporting entities under the UK Modern Slavery Act. We recognise that although these suppliers are based in countries with lower prevalence of modern slavery, there are inherent risks of modern slavery further down the supply chain where individual parts and raw materials are manufactured, assembled or sourced.

⁸ The Cleaning Accountability Framework (CAF) is an independent evaluation of a building's cleaning supply chain, measured against a three-star standard. This standard is based on six comprehensive assessment metrics covering labour, responsible contracting, safe working conditions, financial viability, worker engagement and issue identification, and remediation. More information at <https://www.cleaningaccountability.org.au/>.

⁹ Walk Free Foundation 2023, Global Slavery Index 2023, <<https://www.walkfree.org/global-slavery-index/downloads/>>.



Travel, Meetings and Events

All of these suppliers are located in Australia or New Zealand, both countries with a lower risk of modern slavery. Our top five suppliers by spend account for over 50% of the total spend in this category. Of these five suppliers, two are reporting entities under the UK Modern Slavery Act and have published modern slavery statements outlining their actions in respect of their global operations and supply chains. Both organisations have a large global footprint, and incorporate modern slavery focused training, audits and enhanced procurement practices into their global operations. While all five suppliers are contracted through operations located in Australia or New Zealand, we nevertheless recognise that there is inherent modern slavery risk in this sector globally.



Office Expenses (Including Promotional Material)

Of our top 10 suppliers by spend in this category, six are reporting entities in Australia, one supplier, while not a reporting entity, has a published policy in relation to modern slavery and another supplier is a government agency which reports through the Commonwealth Modern Slavery Statement. Our review of these published positions indicates that these suppliers seek to mitigate modern slavery risks and adverse human rights impacts and have done so by implementing various initiatives, including supplier assessments and audits, policies and training. Across the top 10 suppliers reviewed in this category, while seven of these relate to services provided to us, we acknowledge that often, where products are supplied in this category, they may be manufactured in jurisdictions with a higher prevalence of modern slavery.

Measuring Effectiveness and Future Actions

As noted in our FY 2022 Modern Slavery Statement, we set out to assess the effectiveness of our actions through improvements in three areas. Our progress in these areas is detailed below along with further activities and areas of focus.

FY 2023 Commitments	Progress during FY 2023	Future Actions
<p>Policies – FTI Australia:</p> <ul style="list-style-type: none"> – will make its Modern Slavery Statement available publicly on our website – continues to review its client engagement terms and conditions to incorporate a specific contractual obligation in relation to modern slavery – plans to incorporate, review and update specific references to modern slavery in our written documents as they are reviewed or created, such as in our vendor terms and conditions and contractual agreements 	<p>We published our FY 2022 Modern Slavery Statement on our website.</p> <p>We have shared our stated position, including where relevant, our FY 2022 Modern Slavery Statement, with our clients in responding to client questionnaires and contracted modern slavery terms.</p> <p>We have progressed the review of various policies and identified further areas for potential future action.</p>	<p>While this is an ongoing action, we plan on completing further policy updates to reflect our position on modern slavery practices.</p> <p>We will consider our client engagement terms and conditions and client onboarding processes to assess where we need to incorporate modern slavery obligations and conduct risk assessments.</p>
<p>Procedures – FTI Australia:</p> <ul style="list-style-type: none"> – plans to incorporate more granular risk analysis by country and industry risk into its modern slavery risk assessment framework – plans to continue open dialogue with its larger suppliers who have not agreed to FTI Consulting’s Vendor Code of Conduct to better understand the risks of modern slavery in their supply chains 	<p>We considered our suppliers and identified a supplier group for further discussion, with a view to engaging in dialogue with the landlords of our leased office space to better understand how they manage modern slavery risks in their supply chains.</p> <p>We completed preliminary work in relation to our landlords and other key suppliers by reviewing their published modern slavery statements.</p>	<p>We plan to continue to work collaboratively with our suppliers in targeted areas, including our landlords, to develop a deeper understanding of how they manage modern slavery risks in their supply chain. These insights will help us better identify areas for enhancement or consideration.</p> <p>We will seek to mature our modern slavery risk assessment framework to maximise our leverage and gain better visibility of our supply chain beyond the first tier.</p>
<p>People – FTI Australia:</p> <ul style="list-style-type: none"> – plans to provide training to those with procurement responsibilities to equip them to identify, assess and mitigate modern slavery risks – develop bespoke training for staff in the finance, human resources and risk teams 	<p>We achieved a 98% completion rate for mandatory training in relation to our Code and progressed our consideration of targeted training for our people involved in procurement functions.</p>	<p>We will progress completion of targeted training for our people in procurement functions.</p>

Annexure

FTI AUSTRALIA'S ASSOCIATED ENTITIES

Legal Entity	Legal Structure	Status
FTI Consulting - FD Australia Holdings Pty Ltd Reporting entity	Parent company	Non-trading
FTI Consulting (Australia) Pty Ltd Reporting entity	100% subsidiary of parent company	Operational
FTI Consulting Technology (Sydney) Pty Ltd	100% subsidiary of parent company	Operational
FTI Consulting (Perth) Pty Ltd	100% subsidiary of parent company	Non-trading
FTI Consulting (Sydney) Pty Ltd	100% subsidiary of parent company	Non-trading
FTI Capital Advisors (Australia) Pty Ltd	100% subsidiary of parent company	Non-trading
FTI Consulting Australia Nominees Pty Ltd	100% subsidiary of parent company	Non-trading

CROSS REFERENCE TO MANDATORY REPORTING CRITERIA IN THE MODERN SLAVERY ACT 2018 (CTH)

Provision	Mandatory Criteria	Addressed in this Modern Slavery Statement under the following headings
Section 16.1(a); 16.2(b); 16.1(f)	Identify the reporting entity; Details of approval by the relevant principal governing body or bodies; Describe the process of consultation with any entities that the reporting entity owns or controls	Australian Practice Leader's Message; About Us; Annexure
Section 16.1(b)	Describe the structure, operations and supply chains of the reporting entity	Our Operations and Supply Chains
Section 16.1(c)	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	Modern Slavery Risks in Our Operations and Supply Chains
Section 16.1(d)	Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	Actions to Assess and Address Modern Slavery Risks
Section 16.1(e)	Describe how the reporting entity assesses the effectiveness of such actions	Measuring Effectiveness and Future Actions
Section 16.1(g)	Include any other information that the reporting entity, or the entity giving the statement, considers relevant	Our Commitment to Human Rights

EXPERTS WITH IMPACT™

FTI Consulting, Inc., including its subsidiaries and affiliates, is a consulting firm and is not a certified public accounting firm or a law firm. FTI Consulting is an independent global business advisory firm dedicated to helping organizations manage change, mitigate risk and resolve disputes: financial, legal, operational, political and regulatory, reputational and transactional. FTI Consulting professionals, located in all major business centers throughout the world, work closely with clients to anticipate, illuminate and overcome complex business challenges and opportunities.

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