



Modern Slavery Statement

For the Fiscal Year 2024

Introduction

The Commonwealth Modern Slavery Act 2018 (“Act”) established Australia’s national Modern Slavery Reporting Requirement applicable to entities with annual consolidated revenue of \$100 million and above. This statement is made on behalf of Korn Ferry (AU) Pty Ltd (ABN 73 001 804 799) for the fiscal year 2024 (“Korn Ferry Australia,” “we,” “its,” and “our”). Korn Ferry Australia is registered at Level 18, 88 Phillip Street, Sydney NSW 2000.

Our Structure, Operations, and Supply Chains

Korn Ferry Australia is the Australia-based subsidiary of a global organizational consulting firm.

We work with clients to design optimal organization structures, roles, and responsibilities. We help them hire the right people, focus on the right skills, and advise them on how to reward, engage, and motivate their workforce while developing professionals as they navigate and advance their careers.

We continue to integrate, replicate, and scale our solutions and to lead innovation in the digitally enabled new world of work. The depth and breadth of our offerings across the talent lifecycle—from attraction to assessment to recruitment to development, management, engagement, and reward—place us in a unique position. We offer end-to-end solutions—a view into an organization’s entire talent ecosystem—to create positive client outcomes. Our five core capabilities include:

- **Organizational Strategy:** We map talent strategy to business strategy, designing operating models and organization structures that help companies put plans into action.
- **Assessment and Succession:** Our assessment and succession solutions help pinpoint clear and actionable opportunities for growth. Leaders and employees are empowered to take action on their own development, while companies use strategic perspectives to build stronger plans and make smarter investments today and into the future.
- **Talent Acquisition:** From Executive Search, Professional Search & Interim, and Recruitment Process Outsourcing covering single to multi-hire permanent positions and interim contractors, we help organizations attract and retain the right people across functions, levels, and skills.
- **Leadership and Professional Development:** We map skills and competencies to business strategy and help develop leaders along each stage of their career with a spectrum of intensive high-touch and scalable high-tech development experiences.
- **Total Rewards:** We help organizations pay their people fairly for doing the right things with rewards they value at a cost that the organization can afford.

Korn Ferry Australia is part of the Korn Ferry group of companies, with its ultimate parent, Korn Ferry, listed on the New York Stock Exchange (“Korn Ferry” or the “Company”). Globally, Korn Ferry worked with almost 15,000 organizations in fiscal year 2024.

Korn Ferry Australia has offices based in Sydney, Melbourne, Brisbane, and Perth. Korn Ferry Australia does not own or control any entities.

The majority of our suppliers are based in Australia. As a professional services firm in Australia, we are not directly involved in overseas labour or manufacturing. The nature of our business is such that our supply chain consists mainly of professional services suppliers including in the areas of IT, facilities management, cleaning, catering, business services, employee benefit providers,



accommodation and travel, and professional facilitators, coaches, and consultants to support our client needs. We also buy from suppliers of IT products and office-related goods.

Assessment of Modern Slavery Risks in our Operations and Supply Chains

In our previous reporting period, we identified two potential risk areas for modern slavery practices: our direct workforce and our suppliers.

Direct Workforce: We assess the risk of modern slavery within our direct workforce by examining our recruitment, retention, remuneration, and employment practices, as well as our values and commitment to ethical conduct. Given that our workforce is generally highly skilled and educated, Korn Ferry Australia is committed to complying to all applicable employment, labour, and human rights laws, we consider the risk of modern slavery practices in our direct workforce to be low. Our policies and employment practices establish standards of behaviour, including prohibiting discrimination, harassment, and retaliation, and setting a minimum age for employment.

Suppliers: We also assess the risk of modern slavery practices among our suppliers as low. This assessment is based on the nature of our suppliers, the implementation of our Code of Business Conduct and Ethics for Contractors and Vendors, and the availability of our Alertline facility, which allows concerns to be raised with Korn Ferry's General Counsel and Senior Vice President, Internal Audit. We will review this risk and take a more detailed and targeted approach, when necessary, as outlined below.

Actions to Assess and Address Modern Slavery Risks

Responsibility for the 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 function leaders. This team includes our President, APAC, Finance, HR, Legal, and Administration Managers, who together form our Modern Slavery Committee. During this reporting period, our focus has remained on evaluating the commitment of potential new suppliers to eradicate modern slavery in compliance with the Act. Additionally, we have continued to review our policies related to our workers and suppliers. The actions we have taken are detailed below.

Korn Ferry's Policies and Practices

As outlined in Korn Ferry's Human Rights Statement, which is applicable to Korn Ferry Australia, Korn Ferry upholds the fundamental principles of human rights across its global operations. Korn Ferry's dedication to protecting and preserving human rights is guided by the United Nations Universal Declaration of Human Rights.

This commitment shapes Korn Ferry's values, culture, policies, and actions towards employees, contractors, vendors, clients, candidates, and the communities in which it operates. In our workplaces and interactions with clients, business partners, and suppliers, we support the abolition of child labour, the elimination of all forms of forced, bonded, and compulsory labour, and the avoidance of complicity in adverse human rights impacts caused by others. We also strive to eliminate unlawful discriminatory practices in all aspects of employment.

Our commitment extends beyond mere compliance with relevant laws, regulations, and rules; we also adhere to their spirit. These principles are embedded in Korn Ferry's global Code of Business Conduct and Ethics, which requires all employees to deal fairly with clients, suppliers, and competitors. Regardless of their location, Korn Ferry employees are expected to adhere to the Code and other critical policies and procedures.



Creating an inclusive workplace is a key aspect of our Company culture. We are dedicated to providing a respectful, safe, and ethical workplace free from hostile, discriminatory, or harassing behaviour. This commitment is emphasized through our recruitment practices, onboarding processes, and regular employee training. Our adherence to applicable employment, labour, and human rights laws is reflected in our employment policies and practices, including the Code of Business Conduct and Ethics, Global Non-Harassment and Non-Discrimination Policy, Australian Anti-Discrimination Policy, and Human Rights Statement.

Code of Business Conduct for Contractors and Vendors

Our commitment to high standards of business conduct, integrity, human rights, and legal compliance extends beyond our employees to include our contractors and vendors. We aim to build and strengthen partnerships based on transparency, collaboration, and mutual respect. Korn Ferry's Code of Business Conduct and Ethics for Contractors and Vendors outlines our expectations for contractors and vendors, emphasizing high professional standards and ethical conduct in their dealings with Korn Ferry and in their own business practices.

We expect our contractors and vendors to maintain a work environment that respects fundamental human rights and prohibits discrimination and harassment so that all individuals are treated with respect and dignity, and that equal employment opportunities are provided based on individual merit and qualifications.

The Code of Business Conduct and Ethics for Contractors and Vendors is made available to suppliers, including through publication on the Korn Ferry website. We strive to incorporate the principles of this Code and our key policies into agreements with contractors and vendors. We periodically review our supplier agreement templates and terms of engagement in light of evolving laws and regulations.

Modern Slavery Questionnaire for Suppliers

During this reporting period, we continued to issue our Modern Slavery Questionnaire as part of the onboarding process for new suppliers. This questionnaire assesses a supplier's commitment to eradicating modern slavery and evaluates their efforts to ensure compliance within their own supply chain. We require all new suppliers, regardless of their size or location, to complete the questionnaire during onboarding. A member of the Modern Slavery Committee reviews the completed questionnaires to determine whether the supplier is approved to provide goods or services.

Reporting

Korn Ferry encourages employees, contractors, and vendors to report any suspected misconduct. The Company offers multiple channels for reporting concerns and regularly informs employees and contractors about how to report potential violations and seek compliance guidance.

Korn Ferry's Alertline, managed by a third-party compliance service provider, is available to employees, contractors, clients, vendors, and others outside the organization for reporting concerns.

Alertline reports:

- Can be made anonymously and confidentially (unless prohibited by law).
- Are handled confidentially, to the extent possible, considering the potential need to investigate or otherwise follow up on the report.
- Are directed to the General Counsel and the Senior Vice President, Internal Audit and Risk Management Oversight.



- Are expected to be evaluated and investigated, as appropriate, for potential violations of law or policy.

Korn Ferry strictly prohibits retaliation against anyone who, in good faith, reports violations or assists in the investigation of a reported issue. The Company encourages reporting of any potential retaliation. This non-retaliation policy is communicated through the Code, training sessions, and other communications.

Assessing the Effectiveness of our Approach

We have not identified a need to take any additional action in this reporting period with regard to our employee practices. With regard to our suppliers, we continue to keep this under review and take a more granular and targeted approach where necessary, including:

- Undertaking a further risk assessment of our key suppliers by asking them to complete the Modern Slavery Questionnaire (to the extent that have not yet done so) to identify any potential modern slavery risks in the next reporting period; and
- Considering opportunities to enhance our processes and controls in relation to modern slavery-related risk management, such as implementing modern slavery training for all Korn Ferry Australia employees.

In addition, we will continue with the annual review process to assess the effectiveness of the actions we have undertaken. The Modern Slavery Committee meets regularly to address any issues that arise. This statement was approved by the board of Korn Ferry (AU) Pty Ltd on 24th October, 2024.

Esther Colwill
President, APAC Region
Korn Ferry



About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.

