



Modern Slavery Statement

COVERING THE PERIOD OF 01 JANUARY TO 31 DECEMBER 2023



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Introduction

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About This Statement

The Attorney General's Department, Australia requires organisations with annual revenue greater than \$100M globally to comply with the requirements of the Australian Modern Slavery Act (2018). ISG has prepared the fourth Modern Slavery Statement which covers the company's activities during the financial year, ending 31 December 2023.

ISG takes very seriously our responsibility to ensure that neither our operations, nor our supply chain participate in any form of human exploitation anywhere in the world.

Unfortunately, the number of people exposed to Modern Slavery has continued to increase globally and today, there are an estimated 50 million people living in situations of Modern Slavery. Of these people, approximately 28 million are in forced labour and 22 million in forced marriages.

ISG is committed to the fight against Modern Slavery and its eradication and will continue to make every effort to respect human rights throughout our business and conduct our operations responsibly and ethically.

This statement is made pursuant to section 13 (1) of Modern Slavery Act (Commonwealth) 2018 and has been approved by the ISG's Internal Executive Board.

In approving this statement, the ISG Board has satisfied itself that adequate due diligence has taken place to identify, manage and mitigate any risks of human exploitation anywhere in ISG's operations and supply chain.



Michael P. Connors

Chairman & Chief Executive Officer

A handwritten signature in black ink that reads "Michael P. Connors".



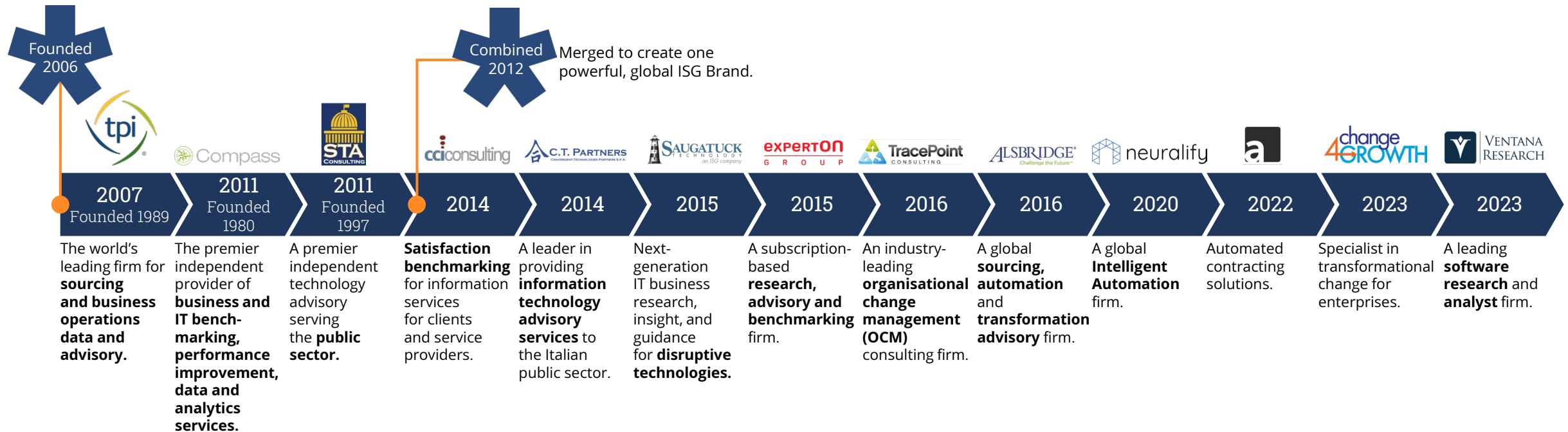
Structure, Operations and Supply Chain

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ISG is the Industry Pioneer...and We're Still Leading the Way

- ISG pioneered the sourcing advisory industry 1989 as TPI, ISG's flagship entity.
- ISG merged its three go-to-market entities in 2012 to create one globally integrated business with one company brand.
- A series of strategic acquisitions and internal growth has made ISG the powerhouse it is today.
- ISG continues to expand its value, capabilities and offerings to help enterprises in their pursuit of operational excellence.

Acquisitions



ISG Global Leadership

Board of Directors

Neil G. Budnick, Gerald S. Hobbs (Lead Director), Bruce N. Pfau, Christine Putur, Kalpana Raina, and Donald C. Waite III



Partner and
President
ISG Research



Partner and
President
EMEA Sales &
Consulting



Partner and
President
ISG GovernX®



Partner and
President ISG
Client Experience



Partner and President
ISG EMEA & Chief AI
Officer



Chief Strategy
Officer and Partner,
Americas Consulting



EVP and
Chief Human
Resources Officer



Vice Chairman
and President,
ISG Americas &
Asia Pacific



Partner and President
ISG South Europe,
Middle East
and Africa



Partner and
Chief Data and
Analytics Officer



EVP and
Chief Financial
Officer



President,
ISG Network &
Software Advisory



Chief Executive
Officer,
ISG Automation

Last updated: March 2024

ISG Operations

- ISG's workforce consists mostly of remote staff, operating from various locations to serve our clients globally.
- In addition to the remote workforce, ISG also has offices in key locations around the world.
- ISG employs approximately 1,600 people globally and our operations are supported by staff, based in offshore locations, such as India, which provide services to our clients as well as business, compliance and administrative support services to our global team.

ISG Global Footprint

ISG operates as a virtual global company, deploying our highly mobile workforce to any jurisdiction around the world in which our clients conduct their business.

The Industry Pioneer.
Still Leading the Way.



1989

900
Clients Served Annually

20
Countries

1600
Professionals



ISG Office Locations

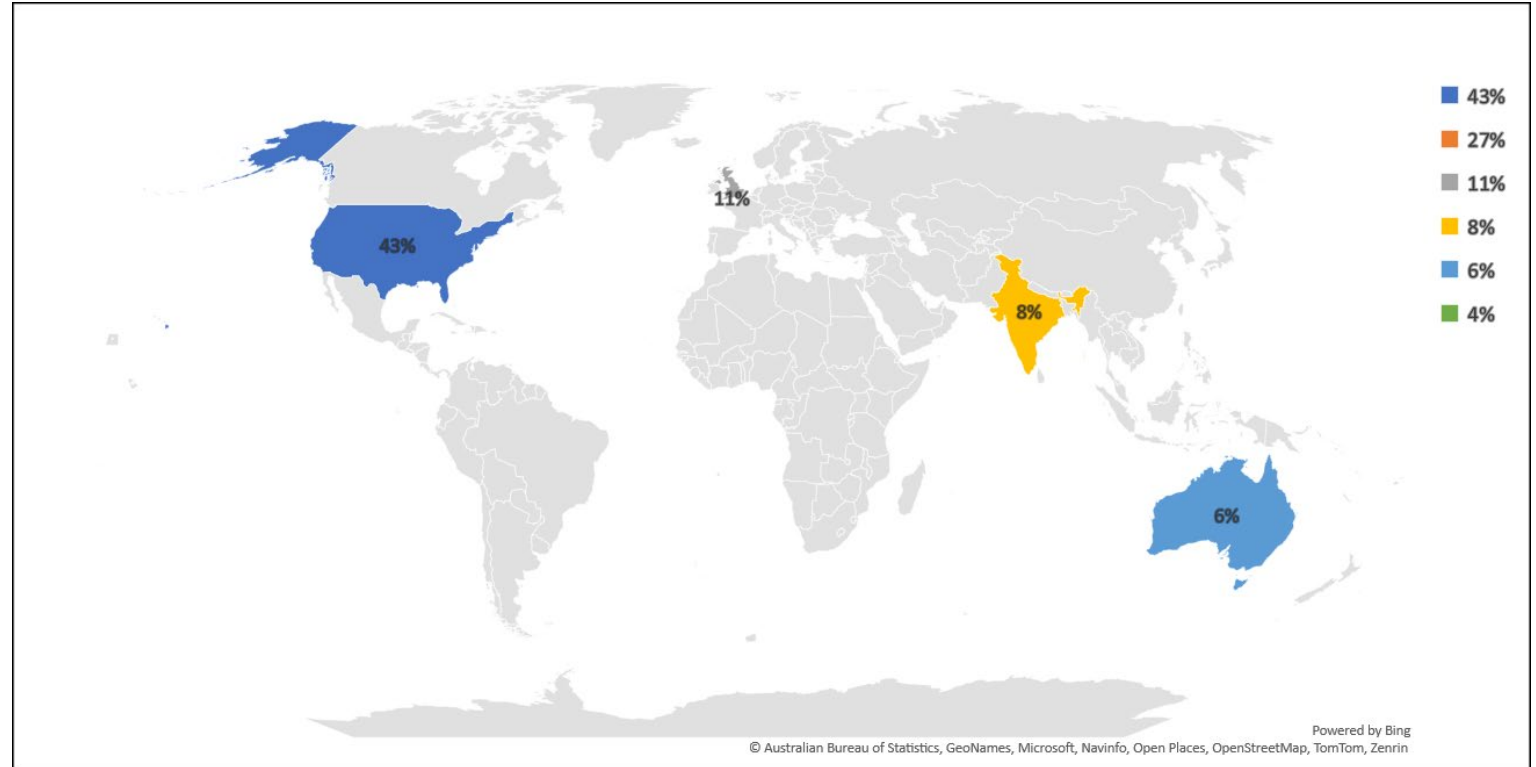
Americas	EMEA		APAC
USA	Denmark	The Netherlands	Australia
Texas	Finland	Spain	India
Brazil	France	Sweden	Japan
Canada	Germany	Switzerland	Republic of Korea
Mexico	Italy	United Kingdom	Singapore

ISG's Supply Chain

1 As part of conducting business, ISG relies on a supply chain within Information Technology, Finance, Events and Marketing, Facilities, HR as well as other consulting companies around the world.

2 In our operational centres, we interact with suppliers at both a global and local level. Some services are derived from global suppliers and distributed across our international workforce, but many others are smaller, local suppliers.

Where our Suppliers are Based



What we Buy



Facilities Management



Software



Human Resource



Security



Financial Services



Event Management



IT Services



Risk of Modern Slavery in Our Operations and Supply Chain

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Potential Risks in Our Operations

1

ISG continuously monitors its operations, involving and consulting all business units within its structure, to ensure that any potential risk of human exploitation is identified and appropriately managed.

2

ISG has implemented a Modern Slavery Risk Management Framework, as part of our global Enterprise Risk Management Framework, to ensure that all global entities, employees and contractors have sufficient visibility and a clear understanding of their responsibilities in identifying and mitigating any risks of human exploitation within ISG's operations and supply chain.

3

ISG has continued to review and strengthen our policies, including employment-related policies and processes, to ensure individuals do not unintentionally engage in any practices which may contribute to Modern Slavery in any form.

4

ISG has continued to expand its Modern Slavery awareness training for employees and contractors which includes identifying signs of Modern Slavery, what to do if Modern Slavery is suspected and how best to avoid Modern Slavery in ISG's operations and supply chain.



Potential Risks in Our Supply Chain

ISG acknowledges that we, as a global organisation, have a wide-ranging supply chain which may expose us to potential risk of Modern Slavery. As such, ISG has continued to monitor its global supply chain to identify, assess and mitigate any potential risks.

As most companies around the world, ISG consumes electronic goods such as laptops, mobile phones and other equipment as part of carrying out of our business as an advisory, technology and research organisation. ISG is acutely aware of the intrinsic risks, associated with the production of electronic goods in high-risk countries and as such, ISG is collaborating with its peers and suppliers to encourage the elimination of any risks of human exploitation in the manufacturing and distribution of the electronic goods, consumed by ISG.

As an organiser of global events, ISG is also aware that potential risk may exist in certain food and hospitality industries and ISG is continuously monitoring its catering and hospitality supply chain to ensure that any potential risk is identified and mitigated if needed

Over the past three years and in line with the Modern Slavery Act, ISG has significantly improved its ongoing management of suppliers throughout the supplier lifecycle.

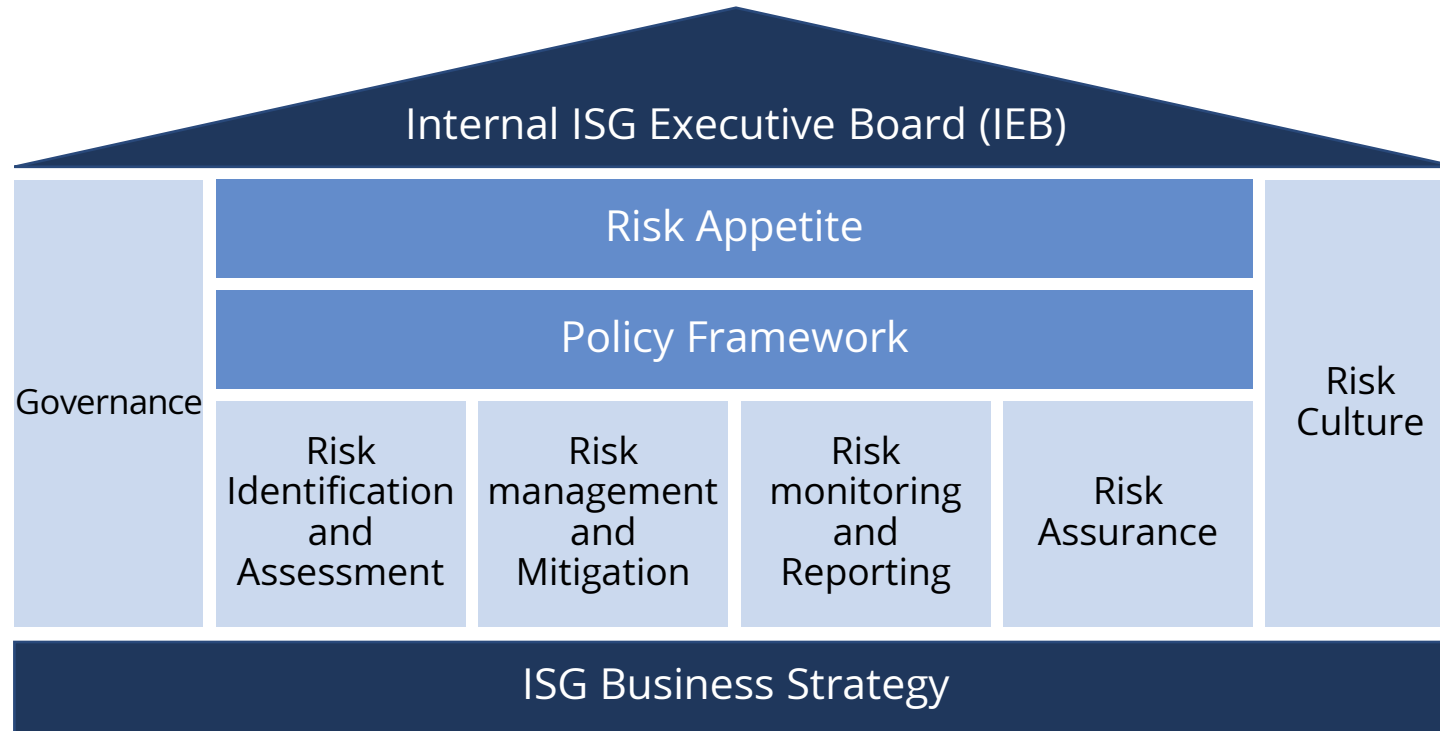
ISG's Modern Slavery Framework is underpinned by our [Supplier Code of Conduct](#) which outlines the policies that govern the processes, pertaining to supplier engagement and the minimum requirements and prohibitions with respect to the purchasing of goods and services on behalf of ISG. Thus, ISG contracts with suppliers include the obligation to comply with the ISG Supplier Code of Conduct.



Actions Taken to Assess and Address Modern Slavery Risks

Modern Slavery Risk Management Framework

ISG's **Modern Slavery Risk Management Framework**, a subset of ISG's **Enterprise Risk Management Framework**, forms the backbone of our commitment to the eradication of business-related human exploitation.



The IEB is accountable for ISG ANZ's compliance with Modern Slavery Act 2018. The IEB signs off on ISG ANZ's Modern Slavery Statements.

1

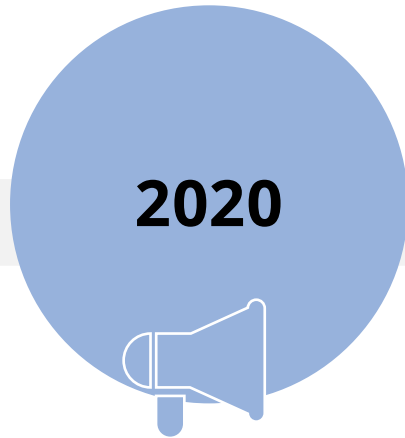
As per the Modern Slavery Act requirements, the ISG Modern Slavery statement must be approved by the Internal ISG Executive Board (IEB).

2

Before the Modern Slavery Statement is approved, the IEB must satisfy itself that adequate due diligence has taken place to identify, manage and mitigate any risks of human exploitation anywhere in ISG's operations and supply chain.

Operationalisation of ISG Modern Slavery Framework

Over the past four years, ISG has operationalised our Modern Slavery Framework and continued to build a positive risk culture which emphasises zero-tolerance for human exploitation in our operations and supply chain.



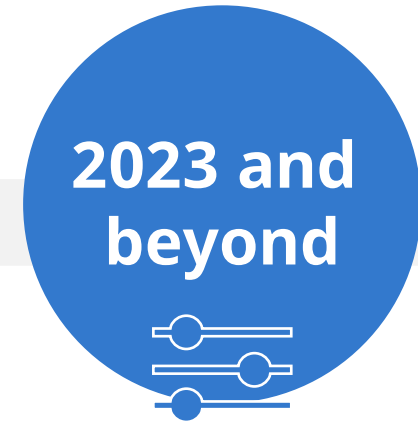
Creating the Foundation

- Communication
- Training
- Policy and Process review
- Stakeholder Engagement



Leading the Change

- Reward risk aware behaviors
- Embed processes
- Develop metrics



Continuous Improvement

- Refine processes, additional training and communication
- Report on achievements, as applicable, to ensure tangible improvements are accomplished

Operationalisation of ISG Modern Slavery Framework

The cornerstones of our Modern Slavery Risk Management Framework are:

Risk Appetite



- The cornerstone for any effective risk appetite framework involves the development of a risk appetite statement.
- At its most fundamental level, risk appetite is the level of exposure an organisation is willing to take in pursuit of strategic objectives.
- In ISG's case, the Risk Appetite is "Low" which means that ISG has zero appetite for any human exploitation within its operations or supply chain.

Policy Framework



- ISG undertakes regular reviews of its policies to ensure that policies remain adequate and relevant globally.
- As part of our continuous improvement approach, we have reassessed the maturity of our policies and frameworks, systems and controls as well as remediation processes.
- The Supplier Code of Conduct sets out the expected behaviors of ISG's suppliers, not just in terms of compliance to the Modern Slavery Act but also in relation to how ISG expects its suppliers to conduct themselves and treat their suppliers, ISG's fourth and nth parties.
- ISG employees, contractors and suppliers can report any suspected Modern Slavery concerns to a Whistle-blower email address.

Governance

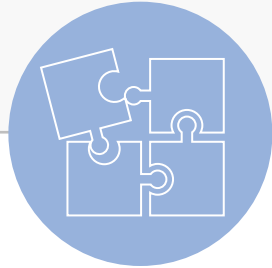


- ISG has put in place a Modern Slavery Risk Management Framework which clearly identifies key stakeholders responsible for due diligence at supplier onboarding as well as on-going management and monitoring of ISG's supply chain.
- The framework also identifies internal and external reporting requirements, including frequency, content and audience.
- The Modern Slavery Framework aligns to ISG's Enterprise Risk Management Framework.

Operationalisation of ISG Modern Slavery Framework (continued)

The cornerstones of our Modern Slavery Risk Management Framework are:

Business Strategy



- The United Nations and the Walk Free Foundation estimate that there are approximately 50 million victims of Modern Slavery around the world.
- ISG believes that our clients and suppliers want us to be a leader in the eradication of human exploitation globally. Hence, ISG has implemented a strong internal framework to ensure we are not linked, nor contribute to any Modern Slavery risks.
- ISG has also developed a professional service which helps our clients identify, assess, manage and mitigate any Modern Slavery risks in their operations and supply chain. This service operates in countries with Modern Slavery legislation, not just Australia.

Risk Culture



- Risk culture is the “set of encouraged and acceptable behaviours, discussions, decisions and attitudes toward taking and managing risk within an organisation.”
- As part of the Modern Slavery obligations, ISG has undertaken a commitment to build a positive risk culture where employees at every level appropriately manage risk as an intrinsic part of their day-to-day work. ISG believes that a positive risk culture supports an open discussion about uncertainties and opportunities, encourages everyone to express concerns, and maintains processes to elevate concerns to appropriate levels.
- This is particularly important when expressing concerns in relation to unethical behaviours, including Modern Slavery.

Risk Management



- ISG believes that Modern Slavery and any other Third-Party Risk Management should be enabled by technology. Hence, ISG has invested in a Third-Party Risk Management technology which allows ISG to identify, assess, manage, mitigate and report on any Modern Slavery risks in our operations and supply chain.
- ISG uses the latest in automation, including auto-scoring of risks, to efficiently and effectively manage any potential risks.

ISG's Approach to Modern Slavery Risk Identification

As part of ISG's Modern Slavery Risk Management Framework, we have developed a robust and repeatable process to **identify, assess, manage and continuously monitor** for any signs of Modern Slavery risks in ISG's operations and supply chain. ISG uses the latest technology, including AI and automation to ensure consistency and efficiency in its identification of risk.

ISG's Third-Party Risk Management team consists of qualified risk professionals who apply industry best practice to the Modern Slavery risk identification process.



Identify

Who are ISG's suppliers and their third parties?
Collate all available supplier information, including

- Supplier Controls (Policies and Standards)
- Geographical Prevalence of Modern Slavery
- Type of Industry
- Adverse News



Assess

Assess the risk posture for suppliers and their suppliers (ISG's fourth parties), taking into consideration assessment responses and any available secondary sources.



Manage

Manage any issues through to resolution, working with the relevant ISG business owners.



Monitor

Continue to monitor for changes to suppliers' risk posture. Use internal information (e.g., changes to scope or location) and external sources (e.g., adverse news, alerts and sanctions).

Supplier Due Diligence

We continue to perform best practice supplier due diligence. However, we also recognise the challenges our suppliers face when working to comply with our [Supplier Code of Conduct](#). This is particularly relevant to small, local suppliers, and we continue to work closely with all suppliers to ensure their obligations under the Modern Slavery Act are understood and met.

We prioritise mechanisms which drive continuous improvement and are committed to working with our suppliers and their suppliers to remedy identified issues and put systems in place to prevent issues from taking place in the future.

ISG's supplier due diligence process



Key Performance Indicators (KPIs)

During this reporting period, we have continued to build on our robust due diligence processes with enhanced controls. We have set out the key activities which enable us to assess the effectiveness of our modern slavery approach.



Internal training

ISG has had Modern Slavery training in place for four years. All new employees and contractors must undertake the Modern Slavery training, provided by an external expert supplier, as part of the onboarding process. Existing employees and contractors undertake regular Modern Slavery training. During the reporting period, ISG is proud to report 100% training compliance for its Australia-based staff.



Policy development and implementation

As part of the continuous strive for improvement, ISG has reviewed all existing policies during the reporting period to ensure alignment to the Modern Slavery Act.



Supplier Due Diligence

ISG has continued to enhance our supplier due diligence process during the reporting period to identify areas for improvement. We have worked closely with our various business units to ensure all ISG's suppliers are assessed at onboarding as well as on an ongoing basis, and that any potential risks identified are managed according to our due diligence process.



Modification of supplier contracts

ISG has continued to execute supplier contracts with Modern Slavery specific clauses, including a requirement for suppliers to comply with ISG's [Supplier Code of Conduct](#).



Supplier survey response rate

ISG has continued to categorise our suppliers into High, Medium, and Low risk, based on industry, geography, and other key risk indicators. We continue to work with our suppliers to ensure that the supplier response rate improves year on year through greater awareness within our supply chain.



Reported incidents, and corrective actions

There were no incidents reported during the 2023 reporting period.

Actions Taken – ISG Operation and Supply Chain

Actions taken during the Reporting Period

Continued to stress the importance of ISG's **Modern Slavery Risk Management Framework** to employees and contractors.

Conducted a full review of ISG's policies, including the **Code of Ethics and Business Conduct, Whistle-blower** and **Supplier Code of Conduct policies**, to ensure continued alignment to the Modern Slavery Act.

Continued to enforce **Modern Slavery specific clauses** in ISG's standard contract templates, including a requirement for suppliers to comply with ISG's Supplier Code of Conduct.

Continued **Modern Slavery Awareness Training** for employees and contractors, including refresher training.

Sent **Modern Slavery assessments** to suppliers to identify any potential risk in ISG's global supply chain.

Enhanced ISG's **Supplier Due Diligence process** by working closely with internal stakeholders to leverage existing supplier information collection processes, such as the Data Protection Impact Assessment, to minimise the overhead and impact on our suppliers.

Assessed and reported on **Modern Slavery Assessment results**, actions and issues to the ISG Internal Executive Board for review and sign off as part of the Modern Slavery Statement requirements.

During the reporting period, ISG has continued to improve our approach to Modern Slavery practices which may be present in our operations and supply chain.

Operational Due Diligence and Supplier Agreements



Operational Due Diligence

- Modern slavery risks in our operations are managed by our existing strong policy environment for workplace relations. ISG maintains a zero-tolerance approach to modern slavery practices, an approach which is supported by our robust governance structure.
- All employees are afforded working entitlements in line with relevant legislation. Direct employees are subject to a thorough onboarding process that includes confirmation of their work rights by checking relevant documentation (passports, visas). All new employees must complete a policy affirmation which includes a confirmation to abide by the ISG **Code of Ethics and Business Conduct**.
- We continue to work with our operations teams to strengthen the modern slavery control environment in any high-risk offshore location. We will work alongside our colleagues in these locations to further drive improvements.



Supplier Due Diligence

- Starting in FY20, we integrated modern slavery provisions into our supplier agreement templates. The provisions set out ISG's expectations, including our modern slavery standards, and provides ISG a right to audit our suppliers, their operations and supply chain if deemed necessary.
- ISG continues to enhance its supplier due diligence process and the wider supply chain through periodic Modern Slavery assessments, impact and location assessments and Due Diligence Deep Dives to ensure that any Modern Slavery risks are identified and subsequently mitigated.
- Our approach to mitigation of any Modern Slavery risk is guided by industry best practice and led by our Third Party Risk Management Centre of Excellence team, which consists of Modern Slavery subject matter experts. This approach ensures that our supplier due diligence process continues to evolve in line with global developments and any changes to modern slavery risks in our business and supply chain for us to embark on relevant actions to mitigate any emerging risks.

Due Diligence Deep Dive into our Supply chain

Over the past few years, ISG has actively transformed its energy consumption from fossil fuel to renewable sources. In 2023, we performed a due diligence deep dive of energy providers to ISG. During this process, we learnt that some energy providers of renewable energy may be linked to **Forced Labour** in **China**, one of the **High-Risk** countries as per the Global Slavery Index.

Problem Statement

ISG is actively transforming its energy consumption from fossil fuel to renewable energy sources which may be connected to Modern Slavery practices through the manufacture of components and the extraction of raw materials, required for solar, wind and battery technologies.



Details:

In late 2022, the Clean Energy Council of Australia published a report which highlighted that “in recent years, evidence has emerged linking supply chains for renewable energy products to modern slavery. While renewable energy is not unique in this regard – with long and complex supply chains, the production and distribution of many products in today’s economy are increasingly being linked to modern slavery.”



Analysis:

- **Solar:** The media and non-government organisations have published detailed allegations of forced labour within the global solar supply chain. The reported risks are linked to the Xinjiang Uyghur Autonomous Region (Xinjiang) of China, the origin of approximately 40% to 45% of the world’s solar-grade polysilicon.
- **Wind:** It is reported that the rapid growth in demand for balsa wood used within wind turbine blades has led to many workers in the Amazon region of Ecuador to be subject to substandard labour conditions, with payment allegedly made at least partially in the form of alcohol or drugs. A similar concern has been raised around mining of minerals for wind technology such as copper and manganese.
- **Lithium Batteries:** Lithium-ion batteries now account for over 50 per cent of global cobalt consumption, and with electric vehicle sales predicted to surge from 6.5 million in 2021 to 66 million by 2040, this demand looks only set to increase. The modern slavery concerns surrounding cobalt primarily rest with small-scale mining in the Democratic Republic of the Congo (DRC), in which approximately 250,000 people, including at least 35,000 children, work in artisanal mines.



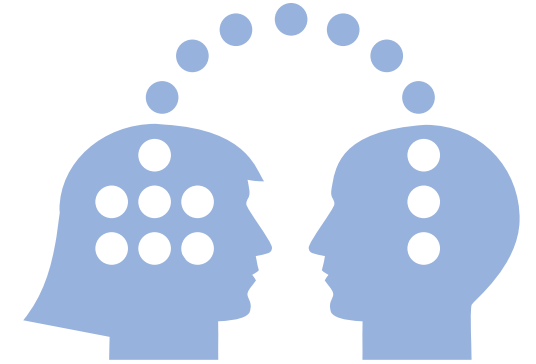
Conclusion:

While continuing the transition to renewable energy, ISG will closely monitor the relevant energy and car battery suppliers for any signs of modern slavery. ISG will also work with industry subject matter experts to understand any further actions, if applicable, we can take to minimise the risk in this emerging area.

ISG will continue to closely watch developments regarding recommendations, set out by the Clean Energy Council such as manufacturing in low-risk locations be increased where possible and potential trade sanctions on products believed to be linked to modern slavery can be enforced unless the importer can prove they are slavery free.

Awareness and Training

- Continued to provide Modern Slavery training for employees and contractors globally, including refresher training.
- Continued to embed Modern Slavery Risk Management processes in ISG's operations such as Finance, HR and IT.
- ISG held thought leadership sessions in major Australian cities on the identification and mitigation of Modern Slavery in Supply Chains to numerous executives across various industries.
- Educational session for ISG APAC team, hosted by International Justice Mission, detailing examples of human exploitation in Cambodia, to increase awareness of forced labour and labour camps, specifically targeting financial crimes.



During this reporting period, ISG focused on reiterating to employees and suppliers why identification and mitigation of Modern Slavery risks is important to ISG:

Important to protect our workforce, direct and indirect, from any form of modern slavery (debt bondage, forced labour etc.)

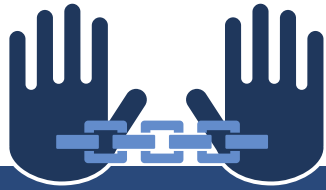
ISG is required by law to report upon slavery in our organisation and supply chains.

Addressing modern slavery in our supply chains also improves the quality and integrity of our supply chain.

Taking a leadership role in fight against modern slavery is critical to our credibility among clients, investors and the global community.

ISG as a Supporter to the Community

ISG has strengthened our global partnership with International Justice Mission (IJM), an international, non-governmental organisation, focused on human rights and law enforcement.



IJM works to combat sex trafficking, child sexual exploitation, cybersex trafficking, forced labour, property grabbing, and police abuse of power, and addresses citizenship rights of minorities around the world.

As a not-for-profit organisation, IJM raises funds in support of protection programs to combat human trafficking and provides subject matter expertise for successful and sustainable solutions towards building a safe and self-reliant society.

In September 2022, IJM conducted a session, citing examples of local human exploitation, for all ISG India-based employees to increase awareness of local child and forced labour.

In August 2023, ISG Australia conducted an educational session with International Justice Mission for ISG's APAC team, outlining occurrences of human exploitation in Cambodia, to increase awareness of forced labour and labour camps, specifically targeting financial crimes.



Effectiveness of Actions Taken

Assessment and Effectiveness of Our Actions

ISG's Commitment

- ISG supports the United Nations Guiding Principles as the global standard for preventing and addressing business-related human rights harm. ISG also understands and accepts its responsibility to help eradicate human exploitation and respect human rights wherever we operate around the world.
- ISG's commitment to conducting business ethically and legally is the foundation for the company's global culture. This commitment is manifested through ISG's responsible business and legal compliance program. Our approach is based on a framework to ensure we meet our legal obligations and human rights commitments wherever we operate. This framework includes the visible support of our senior leadership, regular risk assessments, written standards and controls, ongoing training and communications, and auditing, monitoring, and response procedures. We have zero tolerance for violations of applicable laws anywhere in the world.

ISG's Actions

- During this reporting period, ISG's focus has been on fortifying the foundation of the structure which underpins ISG's commitment to the UN Guiding Principles and the Modern Slavery Act:
 - Reviewed ISG's Modern Slavery Risk Management Framework, including policies, processes and procedures to ensure the framework continues to be relevant to the eradication of human exploitation globally.
 - Conducted a comprehensive review of ISG's operations and supply chain.
 - Sent out Modern Slavery questionnaires to ISG's suppliers, assessed responses and raised issues where appropriate.
 - Continued to update contractual commitments to include Modern Slavery provisions throughout ISG supply chain.

Assessment and Effectiveness of Our Actions (continued)



ISG's Acknowledgement and Actions

- 1 ISG understands and acknowledges that Modern Slavery risks can arise in relation to the goods and services we procure or the regions in which we operate. We understand that risks may relate to the country of origin, the industry or the business practices of entities within our supply chain.
- 2 During the 2023 reporting period, ISG has further strengthened its supplier onboarding due diligence process and improved the process to include financial risks including Anti Money Laundering, Counter Terrorism Financing, Corruption and Bribery, Regulatory Compliance as well as non-financial risks such as adverse media, lawsuits globally, Politically Exposed Persons (PEPs), sanctions as well as any connection to Modern Slavery practices anywhere in the world. Based on this comprehensive assessment, we continue to categorise our suppliers into three categories: **High, Medium** and **Low**. We have enhanced our Modern Slavery questionnaire to capture high risk suppliers upfront, using AI and automation as part of our digital supplier assessment platform.
- 3 When assessing any potential Modern Slavery risks, we use reputable and credible sources such as the **Australian Department of Foreign Affairs and Trade's Terror List, verified adverse news globally in multiple languages, Walk Free Foundation's Global Slavery Index, Dow Jones Factiva and the Clean Energy Council (Australia)**.
- 4 The use of credible secondary sources to compliment supplier assessments has enabled ISG to focus on High Risk suppliers to mitigate any risk found to be outside ISG's risk appetite.
- 5 While our Modern Slavery assessments did identify some suppliers with a high inherent risk due to lack of controls in place (lack of policies and standards, operating location and/or industry), ISG has found that the inherent risk could be mitigated to an acceptable level (residual risk) by working closely with the relevant suppliers, e.g., ensuring that suppliers are aware of their obligations under the Modern Slavery Act.
- 6 As a principles-based law, the Modern Slavery Act requires entities to demonstrate continuous improvement over time. We believe that our assessment of Modern Slavery risks in our operations and supply chain, as outlined in this third statement, has continued to strengthen to become a robust, comprehensive, and effective due diligence process.

Grievance and Remediation



ISG has zero tolerance for retaliation of any kind.

The Whistleblower Policy applies to all employees, officers, consultants, self-employed contractors, casual workers, agency workers, volunteers and interns. As set out in our [Whistle Blower Procedures](#) (which we have made publicly available to increase transparency), we offer our people several ways to raise a concern through our leaders, people managers as well as anyone in Human Resources or Legal by emailing whistleblower@isg-one.com.

We encourage our people, suppliers and subcontractors to raise ethical and legal concerns, including potential human rights issues, and we provide a range of secure channels for them to do so confidentially, and anonymously.



Likewise, ISG's suppliers have access to a confidential, independent and safe way to report concerns or misconduct directly and confidentially as part of the extension of the ISG's Whistleblower policy. It offers an avenue for reporting concerns about the business or an individual's behavior, including suspicion of violations of ISG's policies and procedures, or more broadly, human rights, safety, environmental, financial reporting, fraud or business integrity issues. If there is any doubt whether a course of action is lawful, suppliers should consult with their own internal contact and/or a legal representative.



We take all concerns raised very seriously, including allegations of retaliation. We investigate 100% of concerns reported and seek to confirm the facts in a professional, methodical, thoughtful and balanced manner. Once we get to the facts, we determine appropriate outcomes and endeavour to apply them fairly and consistently on a global basis – regardless of seniority, position or contribution to ISG.



Whether internal or external, we treat all concerns seriously and in strict confidence. We protect anyone who raises, in good faith, a concern about a human rights issue or who assists us, or a law enforcement authority, by providing information to address such a concern.

To date, we have not received, through the committee helpline or otherwise, any concerns about Modern Slavery in our operations or supply chain.



Future Commitments

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2022 Commitments

- Continue to invest in ISG's internal risk management capability by training of staff, overseen by a specialised Third-Party Risk Management Centre of Excellence team.
- Contribute open-access knowledge through webinars and speaking events on Modern Slavery and its impacts in Australia and around the world.
- Provide pro-bono advice to the not-for-profit industry.
- Continue to deliver impactful work in helping our clients identify and manage modern slavery risks.
- Review existing policies to identify opportunities to strengthen our commitment to eradicate business-related human exploitation by 2030.
- Incorporate ISG's commitment to the eradication of Modern Slavery into our wider ESG commitments and policy.
- Improve the metrics which will enable us to evaluate the progress we are making with respect to addressing modern slavery and human trafficking in our operations and supply chain.
- The results of the diagnostic assessment we have undertaken will support our efforts to refine our approach to enhancing our modern slavery due diligence. We intend to:
 - Streamline our processes to assess any suppliers that historically may have been considered outside the remit of the Modern Slavery Act.
 - ISG's Third Party Risk Management Centre of Excellence will lead the review of our Supply Chain Services policies and process (including a review of our Supplier Code of Conduct) to confirm if any improvements can be made in terms of supporting human rights and anti-modern slavery.
 - Carry out in-depth assessment of selected high-risk suppliers based on spend, industry and geography to assess suppliers' standards, policies and programs relating to human rights and modern slavery issues.

Update to 2022 Commitments

2023 Actions

- Expanded supplier onboarding due diligence process to include all suppliers globally to ensure continued alignment with the Modern Slavery Act.
- Reviewed all policies to ensure continued compliance with the Modern Slavery Act.
- Review of ISG's policies are conducted with input from ISG Legal, HR and the TPRM CoE.
- Continued to include Modern Slavery specific clauses in ISG's contracts, including a requirement for suppliers to comply with ISG's Supplier Code of Conduct.
- Continued to work with suppliers and their suppliers to ensure that the risks of human exploitation are well understood and detected in their supply chains.
- Collaborated with NGOs to reduce and disrupt modern slavery.
- Reviewed and refreshed our training program to ensure continued relevance for our employees and contractors.
- Continue to deepen our due diligence beyond our direct Suppliers. Please refer "Deep Dive into our Supply chain" slide for examples.
- Ensure all Modern Slavery risk assessments are reviewed by ISG's Third-party Risk Management Centre of Excellence team (TPRM CoE) to ensure any potential risk is captured and addressed appropriately by subject matter experts.
- Incorporated ISG's approach to Modern Slavery into its ESG framework globally to support legislations in multiple countries.
- Conducted multiple 'Community of Practice' sessions, with clients and suppliers, and discussed possible methodologies for mitigation of Modern Slavery in supply chains.

Looking to the Future – 2024 and Beyond

Our Modern Slavery Program is part of our ongoing commitment to overcoming Environmental, Social and Governance issues. We believe that awareness and communication of risk factors form part of effectively managing modern slavery risks across our operations and supply chain. We consider the following priority items as key to our future endeavors in this important area.

Enhance our risk management capability



- Continue to strengthen ISG's internal risk management capability by training of staff across the organisation, overseen by a specialised Third-Party Risk Management Centre of Excellence team.
- Continue to communicate ISG's Modern Slavery Risk Appetite, both internally as well as throughout our supply chain.

Policy Commitment



- Expand existing policies in line with our commitment to eradication of business-related human exploitation by 2030.
- Continue to expand adoption of our Supplier Code of Conduct across jurisdictions.
- Imbed ISG's commitment to the eradication of Modern Slavery into our wider ESG commitments and policy.

Monitoring Effectiveness



- Continuously review metrics which will enable us to evaluate our achievements against targets in respect to addressing Modern Slavery and human trafficking in our operations and supply chain.
- Continuously review our targets to ensure we continue to be a leader in the eradication of Modern Slavery globally

Drive Improvements



- ISG will work with its suppliers, when identified as medium and high risk, to ensure that those suppliers take actions to strengthen their approach to managing any potential Modern Slavery risks.
- Evaluate any impacts of conflicts around the world on ISG's supply chain to ensure risks are captured if required.

Engage with our staff, suppliers and client community



- Contribute to knowledge sharing through webinars and speaking events on Modern Slavery and its impacts, based on our experience of identifying and addressing Modern Slavery risks in our own operations and supply chain as well as that of our clients. Our experience includes all jurisdictions with Modern Slavery legislation.
- Continue to deliver impactful work in helping our clients identify and manage modern slavery risks in their operations and supply chains.

Due Diligence

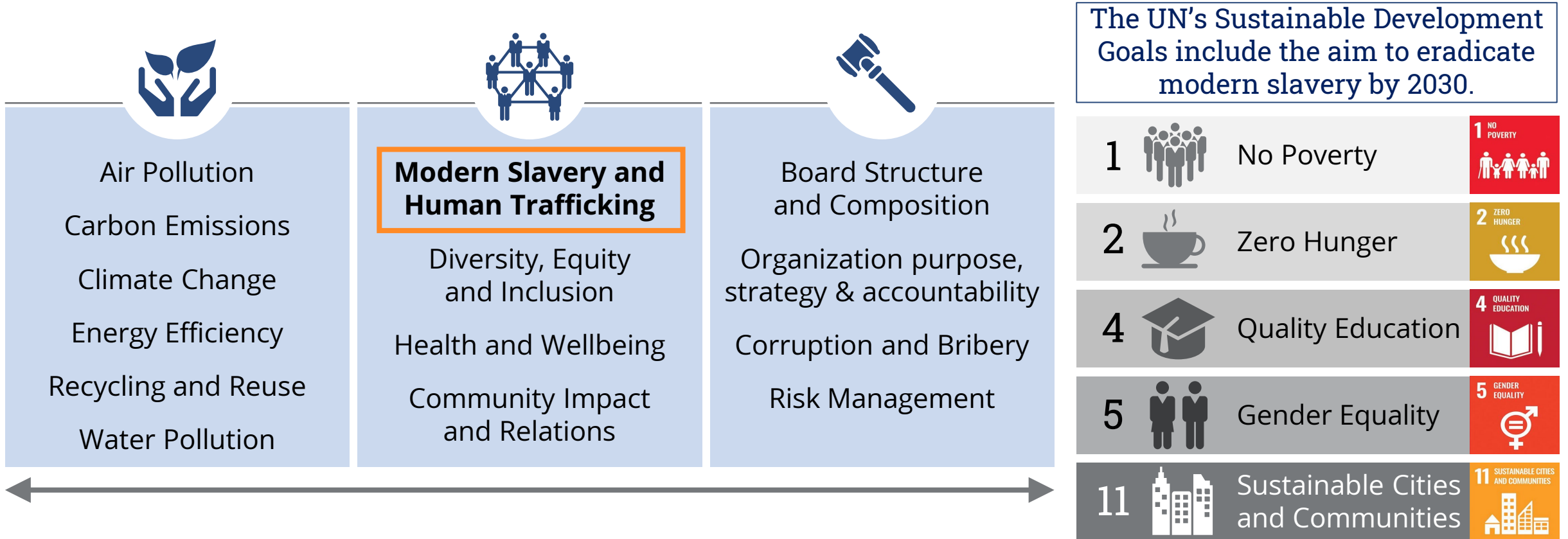


The results of the diagnostic assessment we have undertaken will support our efforts to strengthen our approach to our Modern Slavery due diligence. We intend to:

- Expand our in-depth assessment, including interviews and audits, of selected medium and high-risk suppliers, based on industry and geography to assess standards, policies and programs, relating to human rights and modern slavery issues.
- Continue the due diligence assessments of our suppliers' third parties (ISG's fourth and nth parties) to ensure ISG's end-to-end supply chain is assessed, particularly considering current conflicts in Myanmar, the Middle East and Ukraine.
- Leverage our Australian experience in identification, assessment and monitoring to support clients in other regions around the world such as Germany and Canada where modern slavery legislation has recently been introduced.

Modern Slavery – A Key ESG Factor

ISG operates in multiple jurisdictions with Modern Slavery legislations such as the UK, France, the Netherlands, California, Norway Germany, Canada and, of course, Australia. Hence, ISG has incorporated its approach to Modern Slavery into its ESG framework globally as we believe that incorporating ESG factors into our organisational practices is good business practice.





Thank You

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