



Modern Slavery Statement

For the Fiscal Year 2022



KORN FERRY

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 2022 (“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 our clients hire the right people and advise them on how to reward and motivate their workforce while developing professionals as they navigate and advance their careers. We know how to ensure organizations have the right talent with the right capabilities to ignite their business strategy—whether it’s growth and innovation, globalization, or transformation. We help our clients achieve superior performance by addressing the people and organizational requirements they need.

We offer a unique set of capabilities tailored to the new world of work. These offerings cover the entirety of the talent journey, strengthening our work and thinking in the next. Our five core capabilities include:

- **Organization Strategy:** We map talent strategy to business strategy, designing operating models and organization structures that help companies put plans into action.
- **Assessment and Succession:** We identify the talent organizations need, compare that to the talent they have, and help close the gaps.
- **Talent Acquisition:** From executive search to recruitment process outsourcing, we help organizations attract and retain the right people across functions and levels.
- **Leadership and Professional Development:** We develop leaders along every stage of their career journey 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 partnered with almost 15,000 organizations in fiscal year 2022.

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

In assessing the risk of modern slavery within our direct workforce, we considered our recruitment, retention, remuneration and employment practices, our values and commitment to ethical conduct, and the nature of our workforce generally which is highly skilled and educated. Korn Ferry Australia is committed to compliance with all applicable employment, labour, and human rights laws where we operate. Our company policies and employment practices set forth standards of behaviour, including prohibiting discrimination, harassment, and retaliation, as well as the establishment of a minimum age employment requirement. For these reasons, Korn Ferry Australia has assessed the risk of modern slavery practices in relation to our direct workforce as low.

We have preliminarily assessed the risk of modern slavery practices among our suppliers as low because of the nature of our suppliers, implementation of the Code of Business Conduct and Ethics for Contractors and Vendors, and our Alertline facility, which operates as a means to raise concerns with Korn Ferry's General Counsel and Senior Vice President, Internal Audit. We plan however to keep this under review, including in the next reporting period, and take a more granular and targeted approach where necessary as set forth more fully below.

Actions to Assess and Address Modern Slavery Risks

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 function leaders, including our Managing Director, Finance, HR, Legal, and Administration Managers who comprise our Modern Slavery Committee. The focus of this reporting period has been on assessing the commitment of potential new suppliers to eradicate modern slavery in compliance with the Act and continuing to review our policies in relation to our workers and suppliers. In doing so, we have taken the actions as described below.

Korn Ferry's Policies and Practices

As reflected in Korn Ferry's Human Rights Statement, which applies to Korn Ferry Australia, Korn Ferry supports the fundamental principles of human rights throughout its business and in each region of the world where Korn Ferry operates. Korn Ferry's respect for protecting and preserving human rights is guided by the principles outlined in the United Nations Universal Declaration of Human Rights.

Korn Ferry's commitment to this declaration and the principles it represents informs the Company's practices, including Korn Ferry's values, culture, policies, and actions toward its employees, contractors, suppliers, clients, candidates, and the communities in which the Company operates. In our workplaces and our dealings with clients, business partners, and suppliers, we support the abolition of child labour, eliminating all forms of forced, bonded, and compulsory labour, avoiding complicity in the adverse human rights impacts caused by others, and the elimination of unlawful discriminatory practices with respect to all aspects of employment.

We are committed not just to complying with the letter of the laws, regulations, and rules that are relevant to our business, but to the spirit of these laws, regulations, and rules. These commitments are embodied in Korn Ferry's global Code of Business Conduct and Ethics which tasks all employees with the responsibility to deal fairly with our clients, service providers, suppliers, and competitors. No matter where they are in the world, Korn Ferry's employees are expected to commit to abiding by the Code, as well as many other critical policies and procedures.



Maintaining an inclusive workplace is a critical dimension of the Company's culture and providing the environment we all want to be a part of at Korn Ferry. Korn Ferry is dedicated to providing its personnel with a respectful, safe, and ethical workplace free from hostile, discriminatory, or harassing conduct. We emphasize our expectation and culture of respectful treatment for all people, including as part of our recruitment practices, during the onboarding of new hires, and through regular training of employees. Our commitment to compliance with all applicable employment, labour, and human rights laws where we operate is evidenced by our employment policies and practices, including the Code of Business Conduct and Ethics, Global Non-Harassment and Non-Discrimination Policy, Equal Employment Opportunity Policy, and Human Rights Statement.

Code of Business Conduct for Contractors and Vendors

Our expectations for high standards of business conduct, integrity, human rights, and adherence to the law reach beyond our employees. They extend to our contractors and suppliers who we use to help us meet the needs of our business. We seek to develop and strengthen partnerships based on transparency, collaboration, and mutual respect. Korn Ferry's Code of Business Conduct and Ethics for Contractors and Vendors describes our expectations for our contractors and suppliers, including a commitment to high professional standards and ethical conduct in their business dealings with Korn Ferry as well in the conduct of their business. We expect contractors and suppliers 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 equal opportunity in employment is provided based on individual merit and personal qualifications to employees and all applicants for employment.

We make the Code of Business Conduct and Ethics for Contractors and Vendors available to suppliers, including through publication on the Korn Ferry website, and endeavour to incorporate the principles of the Code of Business Conduct and Ethics for Contractors and Vendors and our key policies into agreements with contractors and suppliers.

From time to time, we review our supplier agreement templates and terms of engagement in light of evolving applicable laws and regulations.

Modern Slavery Questionnaire for Suppliers

In this reporting period, we developed a Modern Slavery Questionnaire and incorporated it as part of our onboarding for new suppliers. The questionnaire is used to assess a supplier's commitment to eradicating modern slavery, including understanding what the supplier is doing to promote compliance within their own supply chain. We require all new suppliers, regardless of size or location, to complete the questionnaire as part of our onboarding process. Completed questionnaires are reviewed by a member of the Modern Slavery Committee who determines whether the supplier is approved to provide goods or services.

Speaking up

Korn Ferry encourages employees, contractors, and suppliers to report suspected misconduct to the Company. Korn Ferry provides several avenues through which to report concerns. The Company regularly publicizes the means to report potential violations and seek guidance on compliance issues to employees and contractors.

Korn Ferry's Alertline, operated by a third-party compliance service provider, is publicly available to our employees, contractors, clients, suppliers, and others outside of the organization to report concerns.



Alertline reports:

- can be made anonymously and confidentially (unless prohibited by law);
- are handled in a confidential manner, to the extent possible considering the potential need to investigate the alleged violation or otherwise follow up on the report;
- are directed to the General Counsel and the Senior Vice President, Internal Audit and Risk Management Oversight; and
- are expected to be evaluated and investigated, as appropriate, to the extent related to concerns of possible violation of law or policy.

Korn Ferry prohibits retaliation of any kind against anyone who, in good faith, reports violations or possible violations or who assists in the investigation of a reported issue and encourages reporting of any potential retaliation. This non-retaliation policy is publicized through the Code, trainings, 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 by asking them to complete the Modern Slavery Questionnaire; 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 Tim Nelson, as the Managing Director of Korn Ferry Australia and New Zealand.



Tim Nelson
Managing Director, Korn Ferry Australia and New Zealand

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.

