



Modern Slavery Statement

COVERING THE PERIOD OF 01 JANUARY TO 31 DECEMBER 2021

04 May 2022

imagine your future®

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Introduction

About this Statement

The Australian Border Force 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 second Modern Slavery Statement which covers the company's activities during the financial year, ending 31 December 2021.

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.

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

Michael P. Connors
Chairman & Chief Executive Officer

Modern Slavery – Part of “S” of ESG

As an increasing number of jurisdictions around the world introduce Modern Slavery legislation, ISG believes that incorporating ESG factors into our sourcing and purchasing practices is good business practice.



Air Pollution
Carbon Emissions
Climate Change
Energy Efficiency
Recycling and Reuse
Water Pollution



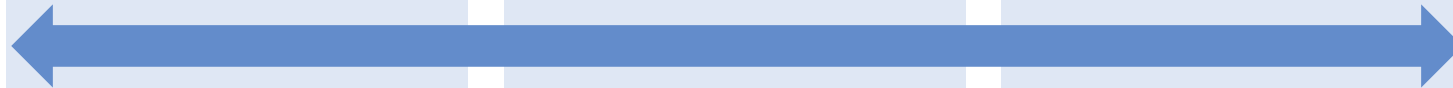
Modern Slavery and Human Trafficking

Diversity, equity and inclusion
Health and Wellbeing
Community Impact and Relations



Board Structure and Composition
Organisation purpose, strategy and accountability
Corruption and Bribery
Executive Compensation
Risk Management

The UN's Sustainable Development Goals include the aim to eradicate modern slavery by 2030.

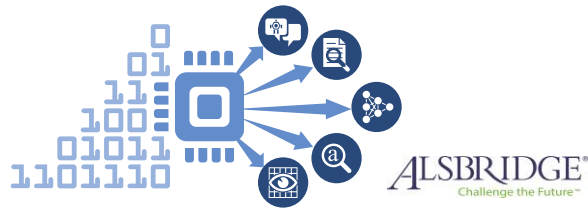


Structure, Operations and Supply Chain

About ISG



ISG (Nasdaq: III) is a leading global technology research and advisory firm that helps corporations, public sector organisations and service and technology providers achieve operational excellence and faster growth. A trusted business partner to more than 800 clients, including more than 75 of the top 100 enterprises in the world, ISG specialises in digital transformation services, including robotics process automation, cloud and data analytics; sourcing advisory; managed governance and risk services; network carrier services; technology strategy and operations design; change management; market intelligence and technology research and analysis.



ISG has grown bigger and stronger to meet the demands of the digital revolution, adding new capabilities sprung from the innovative minds of our people, or incorporated through a series of acquisitions—including our game-changing combination with Alsbridge in 2016.



Headquartered in Stamford, Connecticut, ISG employs more than 1,753 professionals globally and operates in more than 20 countries. ISG operates in Australia as a registered business (ABN 85 108 959 360). ISG was formed 16 years ago, but our flagship companies have been in business much longer. Compass began in 1980 and TPI in 1989. Today as ISG we have more than 40 years of experience helping clients achieve operational excellence.



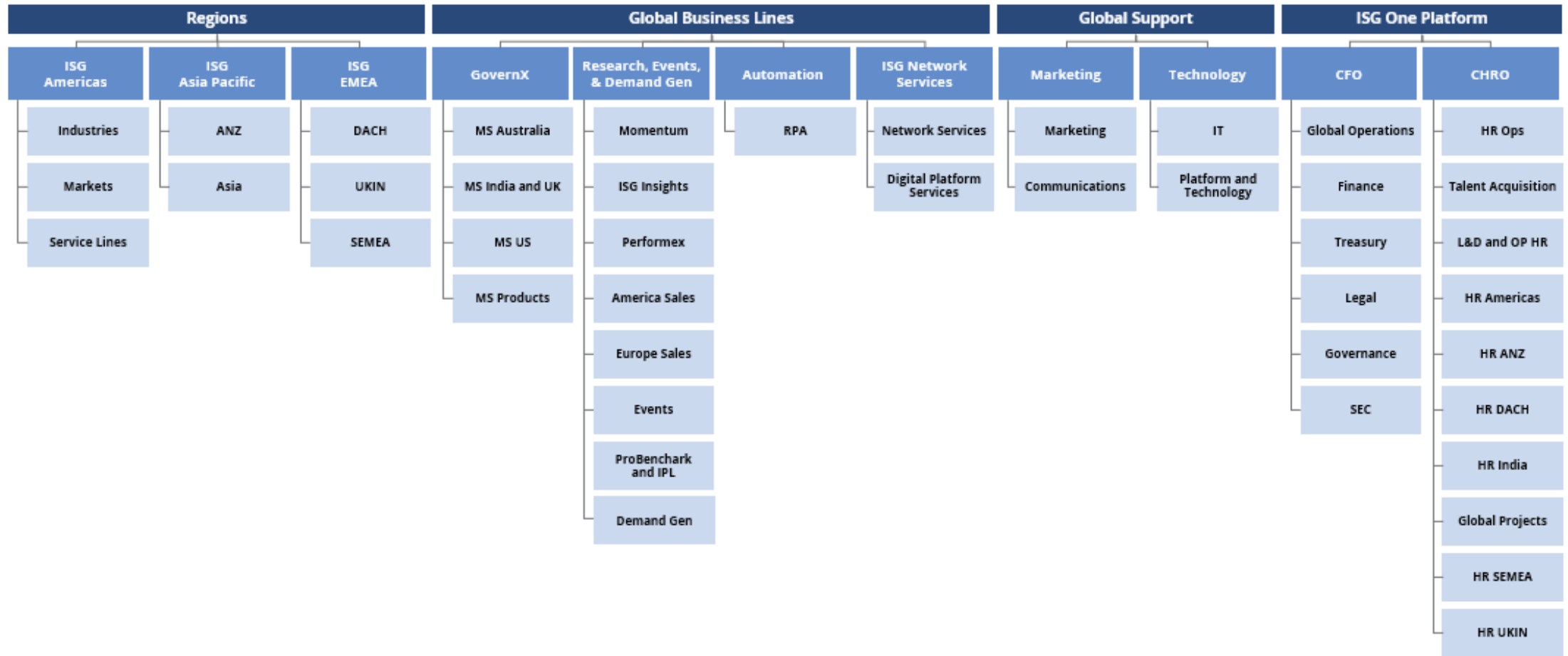
ISG had the honour of ringing the Nasdaq opening bell in December. It was the crowning moment in a year marked by record growth, a true celebration of our team success, and a fitting close to our 15th anniversary year as a firm.

ISG's Global Structure

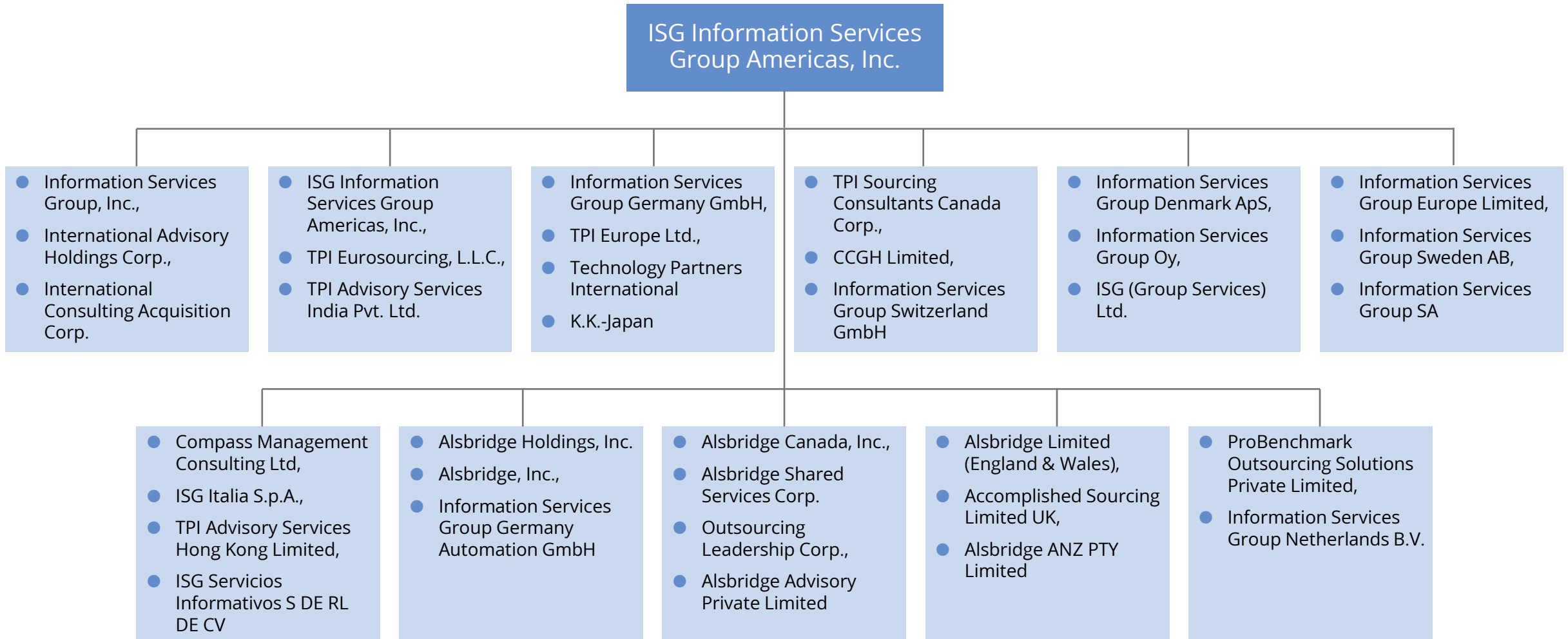
Our Vision: "To create an industry-leading, high growth, information-based services business".

ISG Chairman and CEO

ISG Executive Board



ISG's Affiliates/Subsidiaries



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.

History of Capabilities and Acquisitions



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 1,753 people 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 onshore teams.



ISG's Supply Chain

1

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

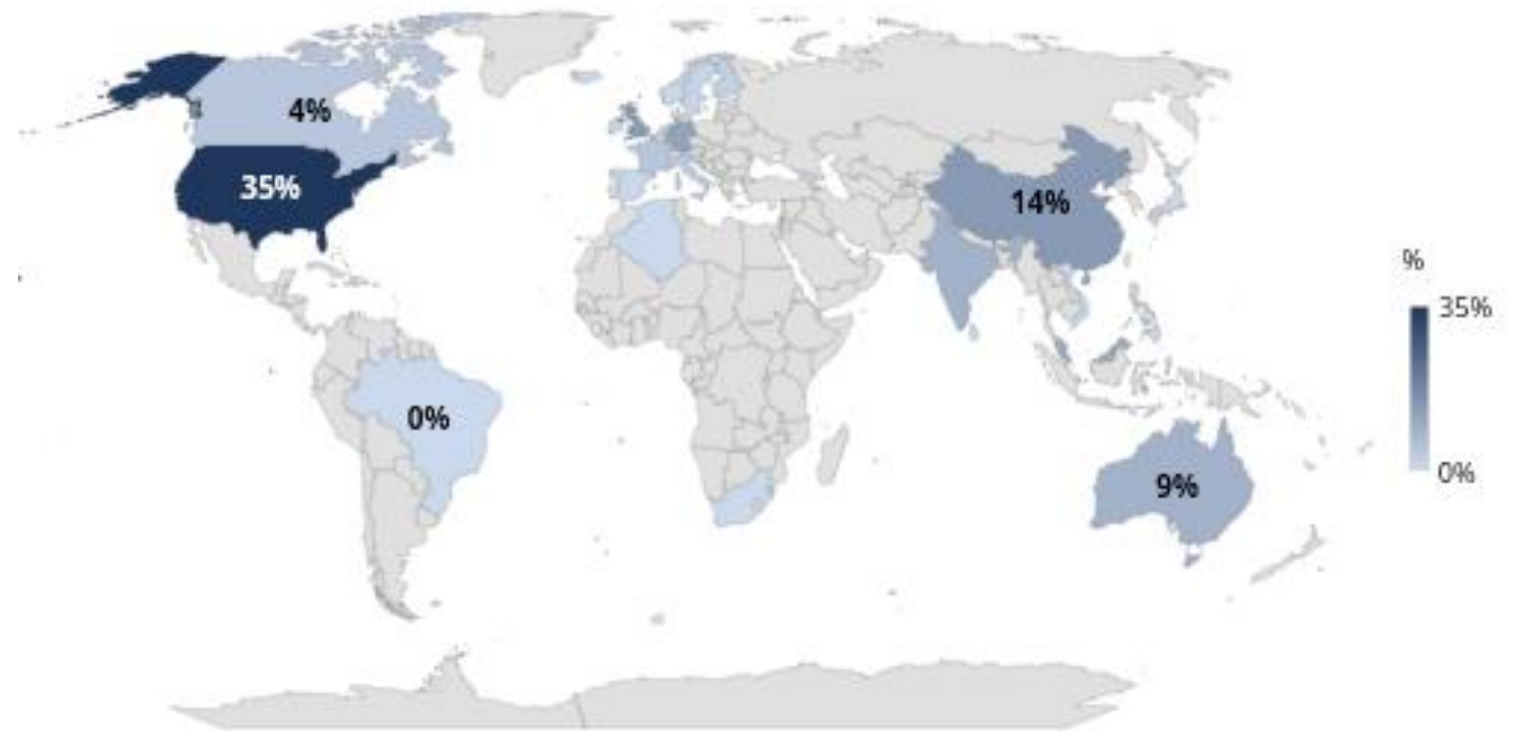
2

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.

What we Buy



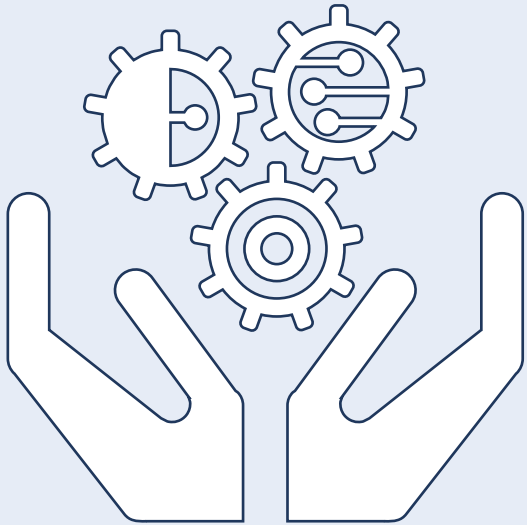
Where our Suppliers are Based



Risk of Modern Slavery in our Operations and Supply Chain

Potential Risks in Our Operations

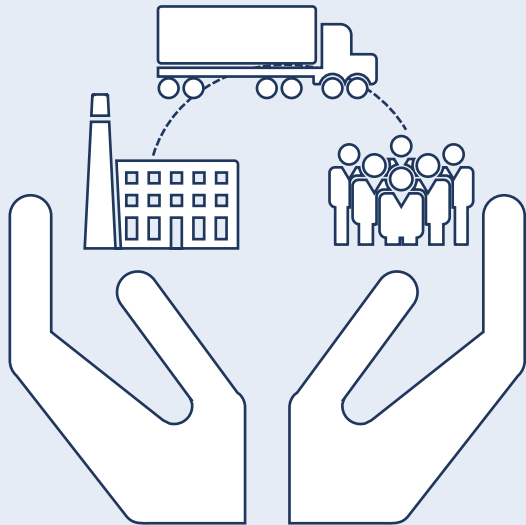
Our Operations



- 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 to ensure that all global entities and employees 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 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 enhance 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

Our Supply Chain

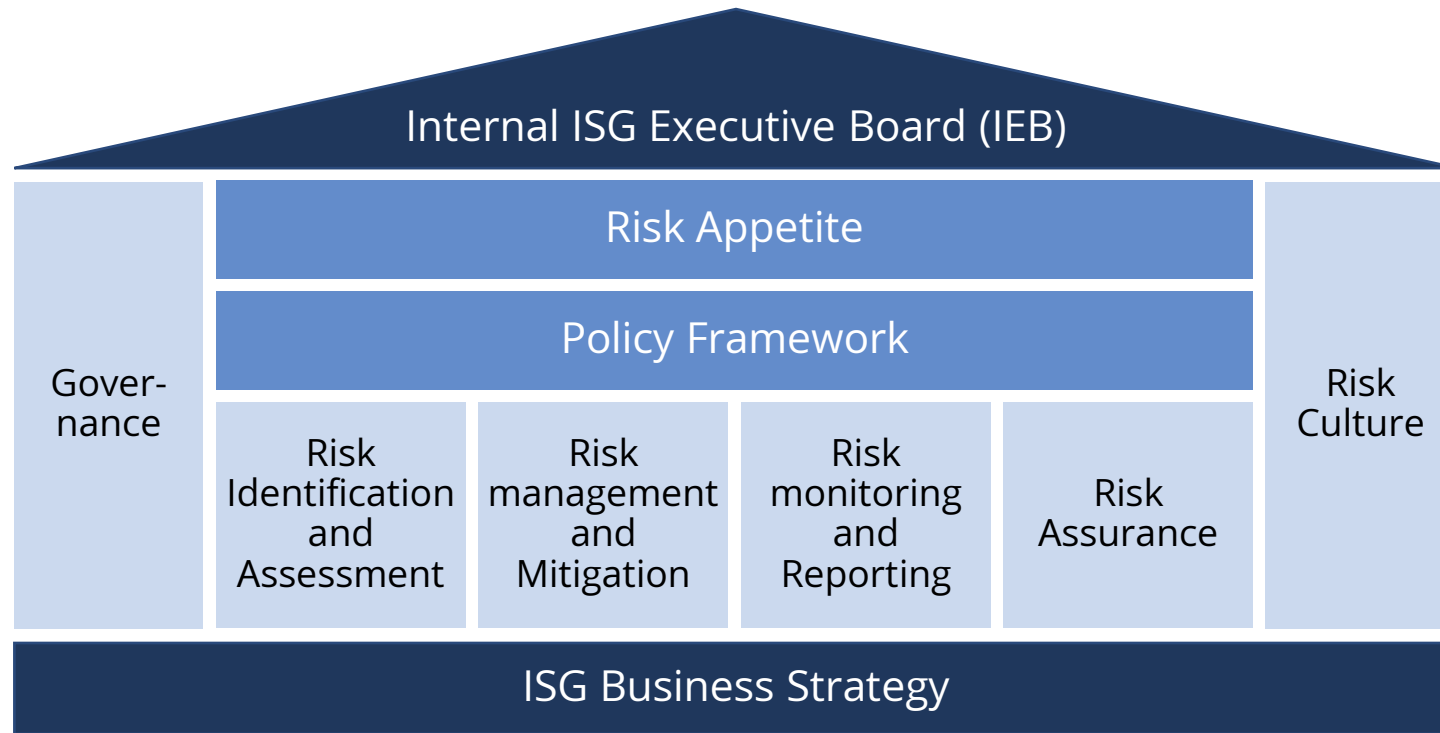


- 1 ISG acknowledges that we, as a global organisation, have a wide-ranging supply chain which may expose us to potential risk of Modern Slavery. As such, ISG has continued to monitor its global supply chain to identify, assess and mitigate any potential risks.
- 2 As most companies around the world, 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.
- 3 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.
- 4 Over the past two years and in line with the Modern Slavery Act, ISG has significantly improved its ongoing management of suppliers throughout the supplier lifecycle.
- 5 ISG's supplier governance and compliance framework is set out in 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 (or equivalent standards).

Actions Taken to Assess and Address Modern Slavery Risks

Modern Slavery Risk Management Framework

ISG's **Modern Slavery 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

As part of ISG's operationalisation of the Modern Slavery Framework, we have mapped out our path to a positive risk culture which emphasises zero-tolerance for human exploitation in our operations and supply chain.



Operationalisation of ISG Modern Slavery Framework

The cornerstones of our Modern Slavery Risk Management Framework are:

Risk Appetite



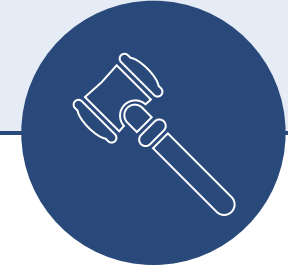
- The cornerstone for any effective risk appetite framework involves the development of a risk appetite statement.
- At its most fundamental level, risk appetite is the level of exposure an organisation is willing to take in pursuit of strategic objectives.
- In ISG's case, the Risk Appetite is "Low" 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 and remediation mechanisms.
- 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 employees, contractors and suppliers can report any suspected Modern Slavery concerns to a Whistle-blower email address.

Governance

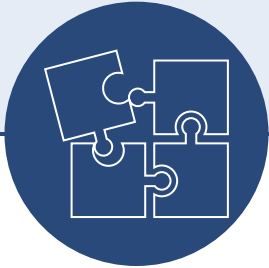


- ISG has put in place a Modern Slavery Risk Management Framework which clearly identifies key stakeholders responsible for due diligence at supplier onboarding as well as on-going management and monitoring of ISG's supply chain.
- The framework also identifies internal and external reporting requirements,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

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 40 million victims of Modern Slavery around the world.
- ISG believes that our clients 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.

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

1 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 automation to ensure consistency and efficiency in its identification of risk.

2 ISG's Modern Slavery Risk Management team consists of qualified risk management professionals who apply risk management best practice to the Modern Slavery risk identification process.

- Continue to monitor for changes to suppliers' status.
- Use internal (changes to scope or criticality) and external sources (adverse news, alerts, sanctions and other non-financial reports)
- Raise any issues, arising from the assessment stage.
- Track issues through to completion.



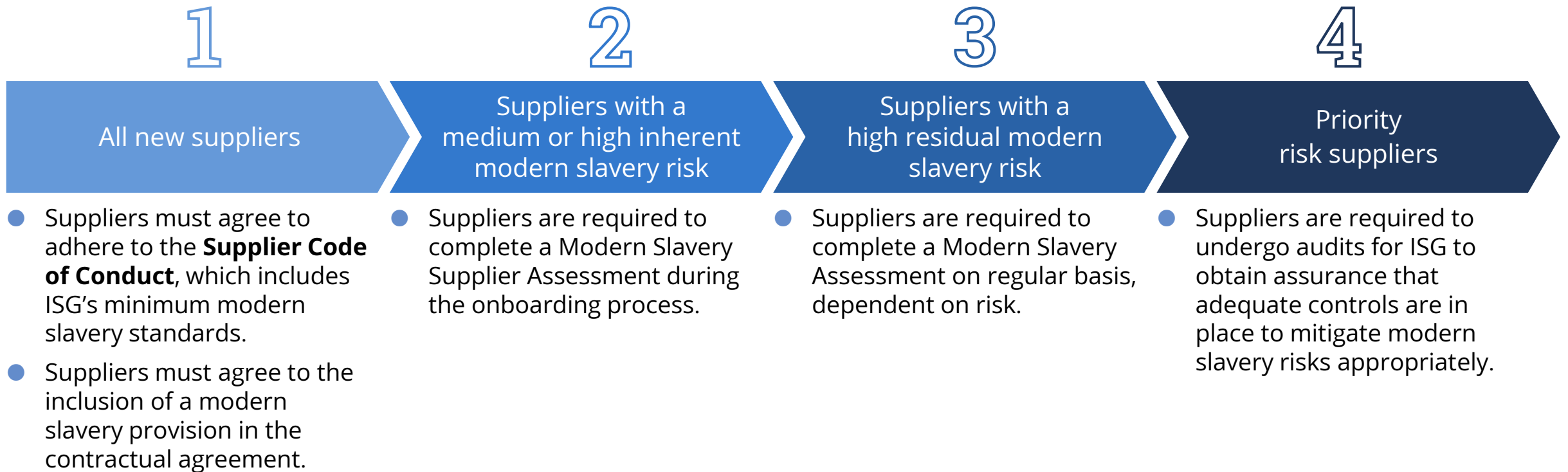
Who are your suppliers?
Collate all available information:

- Criticality?
- Type of service?
- Location?
- Set Inherent Risk Level.
- Send assessment.
- Verify responses. Validate information against independent sources.
- Set Residual Risk Score

Supplier Due Diligence

In FY20, ISG introduced a risk-based approach to modern slavery supplier diligence, prioritising suppliers by level of inherent risk, which informs the appropriate level of due diligence for supplier selection. We reviewed the supplier due diligence process during the reporting period to identify areas for improvement, maintaining a minimum level of diligence for all suppliers, irrespective of risk.

We have now refined our supplier due diligence process which is summarised below.



Key Performance Indicators (KPIs)

During this reporting period, we concentrated our efforts on setting up a robust due diligence system with enhanced controls. We have set out below, the key activities that enable us to monitor the implementation and assess the effectiveness of our modern slavery approach.



Internal training

ISG took the decision to purchase off-the-shelf, high quality training material from an external training provider. This material was tested by ISG's Modern Slavery Risk Management team to ensure applicability and relevance to the end goal of making all staff, employees as well as contractors, aware of Modern Slavery in all its forms and what to do if an occurrence is encountered. The training outlines what to do in a case of suspected slavery-like condition, i.e., not confront the individual or cause a scene as this will likely lead to increased harm for them. Instead, follow the ISG Whistle-blower Procedures or, in urgent cases, contact the relevant authorities.



Policy development and implementation

Reviewed ISG's existing policies such as Code of Ethics and Business Conduct and Whistle-blower to ensure continued compliance with the Modern Slavery Act.



Supplier Due Diligence

Reviewed the supplier due diligence process during the reporting period to identify areas for improvement, maintaining a minimum level of due diligence for all suppliers, irrespective of risk.



Modification of supplier contracts

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



Supplier survey response rate

ISG has also categorised its suppliers into High, Medium, and Low risk, based on industry, location, and other key risk indicators. As part of continuous improvement, we expended the assessment to our global supplier list with the response result of 64% in this reporting period.



Reported incidents, and corrective actions

There were no incidents reported in the reporting period.

Actions Taken – ISG Operation and Supply Chain

During the reporting period, ISG has taken several important steps to identify and address Modern Slavery practices in our operations and supply chain. We have continued to enhance the Modern Slavery Risk Management Framework, implemented in 2020, and initiated numerous improvements to the due diligence of our supply chain engagements. ISG has also reviewed and updated policies to ensure continued compliance with the Modern Slavery Act.

Actions taken during the Reporting Period

1

Continued to communicate ISG's Modern Slavery Risk Management Framework to employees and contractors.

2

Reviewed ISG's existing policies such as **Code of Ethics and Business Conduct**, **Whistle-blower** and **Supplier Code of Conduct** policies to ensure continued compliance with the Modern Slavery Act.

3

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

4

Continued to roll out Modern Slavery Awareness Training rolled out to employees and contractors.

5

Issued the Modern Slavery Assessment to suppliers to identify any potential risk in ISG's global supply chain.

6

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.

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 which is supported by our robust governance structure.
- All employees are afforded working entitlements in line with legislation. Direct employees are subject to a thorough onboarding process that includes confirmation of their visa status and a register of all employees on a working visa is maintained by the Talent team. All new employees must complete a policy affirmation which includes a confirmation to abide by the ISG **Code of Conduct**.
- While our offshore and outsourced operations are also subject to working rights in accordance with local law, further work is required to understand how effective the modern slavery control environment is in any high-risk offshore location. ISG continues to enhance the due diligence of our operations as an area of focus and we work alongside our colleagues in these locations to further drive improvements.



Supplier Due Diligence

- In FY20, we integrated modern slavery provisions into our supplier Standard Agreement templates. The provisions set out ISG's expectations, including our minimum modern slavery standards, and provides ISG a right to audit our suppliers, their operations and supply chain.
- ISG continues to enhance the due diligence process of its suppliers 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.

Due Diligence Deep Dive into our Supply chain

As part of our commitment to best practice, we performed a due diligence deep dive for a major supplier of technology products to ISG. During this process, we learnt that the supplier is linked to **Forced Labor in China**, one of the **High-Risk** countries as per the Global Slavery Index.

Problem

ISG consumes products and services from a technology company which is connected to the use of Uyghur forced labor through their manufacturing and supply chain.



Details: In October 2021, Reuters reported that a very well-known technology company is linked, through their supply chain, to the forced labor of Uyghur and other ethnic minorities in the Xinjiang region in China. Reportedly, the supplier has arranged for hundreds of Uyghur workers to be transported to its plant in the southern Chinese city of Qinzhou. The company supplies equipment and software to companies and end users globally.



Analysis: While the process can be complex and resource intensive, the allegations concerning the company highlight that in order to address modern slavery risks in a meaningful manner requires an extensive mapping of the extended supply chain. According to the supplier's modern slavery statement, the company in question is taking steps to address deeper supply chain risks, such as:

- Requesting information from high-risk suppliers on how they are managing risks in their supply chains.
- Providing Modern Slavery training to key suppliers within their supply chain.
- Sharing knowledge and best practice through industry associations.

- The supplier's Global Human Rights Statement references respect for specific international human rights instruments, including the International Covenant on Civil and Political Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, which prohibit all forms of forced labor, modern slavery, and human trafficking. This statement applies to the supplier and all its subsidiaries.
- ISG will continue to monitor the supplier's association with any human exploitation within its supply chain, including the supplier's stated desire to carry out its business without the involvement of forced labour and any other form of Modern Slavery.

The Impact of COVID-19 on ISG'S Operations and Supplier Chain

Globally, ISG, our partners, and our supply chain, have experienced unprecedented business disruption due to the impacts of the COVID-19 pandemic. ISG continues to respond proactively to the global coronavirus pandemic.

We are guided by 3 core principles:

1

For our all employees, we adjusted our way of working by enabling around 1,753 employees to work from home and providing mental wellbeing support from our Human Resources team, globally. This was particularly paramount for our employees performing critical services in India.

2

Serve our clients with minimal disruption and be available during these challenging times to assist, support and advise them; and

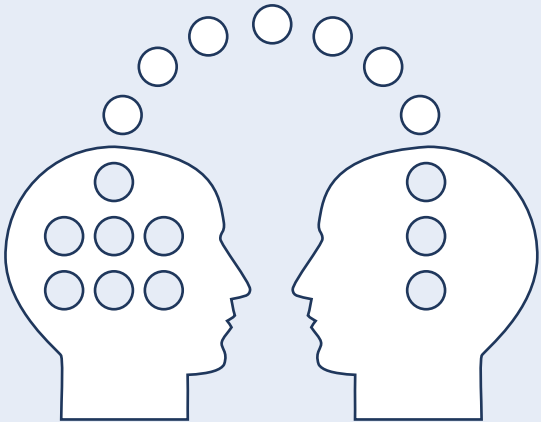
3

Preserve the fundamental financial performance of the firm to support our employees, investments and shareholders

- We understand and acknowledge that there may be increasing vulnerabilities to workers within our operations and supply chain, as a result, to the COVID-19 pandemic, and the real prospect of exploitation and greater modern slavery risks within certain jurisdictions. We will continue to monitor these potential risks via our Modern Slavery Risk Management processes.
- As the safety and well-being of our employees, clients and suppliers is our priority, we worked closely with all those who were affected to ensure continuity of business delivery in a COVID-19 safe manner, security of employment and maintenance of pay and conditions for our employees.
- ISG will continue to prioritise the safety and well-being of our people, suppliers and supply chain throughout this pandemic and beyond.

Awareness and Training

Awareness, Training and Communication



- Continued to roll out Modern Slavery training for employees and contractors.
- Continued to embed Modern Slavery Risk Management processes in ISG's operations such as finance, HR and IT.

In the current reporting period, ISG focused on why identification of Modern Slavery risks is important to ISG:

- Important to protect our workforce 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 customers, investors and the general public.

Case Study Update/Working with our Suppliers

ISG relies on a local supplier to supply security as well as housekeeping staff for our Bangalore Offshore Operations Centre.

The Walk Free Foundation's Global Slavery Index considers India a High-risk country due to the relatively high occurrence of Modern Slavery. An estimated 8 million people in India are subject to some form of human exploitation. When assessing the potential risk of Modern Slavery in this case, ISG considered the fact that workers employed as housekeeping staff are often unskilled and may have migrated to the cities in search for work, leaving them potentially vulnerable to exploitation. This potential issue has been further exacerbated by the pandemic and the temporary closure of ISG's Bangalore office.

Despite demonstrable shortcomings in the supplier's policies, ISG did not find any evidence of Modern Slavery within the supplier's operations during our investigation. However, ISG will continue to work with the supplier to get a better understanding of the supplier's labor hire practices and onboarding processes to ensure there are no risks of human exploitation.

2020



2021



2022

- ISG sent initial Modern Slavery Risk Assessment to supplier.
- Identified that supplier had no Modern Slavery or Code of Conduct in place.
- The supplier had no Whistle-blower mechanism in place to report concerns

- ISG categorized the supplier as High-Risky supplier as the supplier industry is widely known for vulnerability to modern slavery practices due to factors such as, the low skilled nature of the work and the known controversies of underpayment and poor treatment of workers.
- ISG sent the assessment to the supplier in this reporting period for reassessment.

- During this reporting period, supplier confirmed they have introduced Modern Slavery Statement and a Supplier code of conduct.
- ISG will continue to assess the supplier's adherence to its policies through close collaboration and guidance.

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 reinforcing the foundation of the structure which will underpin ISG's commitment to the UN Guiding Principles and the Modern Slavery Act:

- Enhancement of the Modern Slavery Risk Management Framework, including policies, processes and procedures to operationalise the framework across the organisation.
- 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.
- Updated contractual commitments to include Modern Slavery provisions throughout ISG supply chain.



Assessment and Effectiveness of our Actions (continued)

ISG's Acknowledgement and Actions



- 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 type of supply or the business practices of entities in our supply chain.
- During the 2021 reporting period, ISG has reviewed its supplier onboarding due diligence process and improved the process to include financial risks as well as non-financial risks such as industry, spend, geography, adverse media, lawsuits globally, Politically Exposed Persons (PEP), sanctions as well as any connection to Modern Slavery practices anywhere in the world. Based on this comprehensive assessment, we categorise our suppliers into three categories: **High, Medium** and **Low**.
- When assessing any potential Modern Slavery risks, we used reputable and credible sources such as the **Department of Foreign Affairs and Trade's Terror List, verified adverse news globally** and **Walk Free Foundation's Global Slavery Index**.
- The use of credible sources has enabled ISG to focus on High-Risk suppliers to mitigate any risk found to be outside ISG's risk appetite. We also incorporate information collated through our Modern Slavery Assessments in our due diligence processes along with Modern Slavery Statement, Code of Conduct and other codes of ethical business operations, available from our suppliers' corporate websites.
- While our review did identify some suppliers as presenting a high inherent risk due to lack of documentation, operating location, or industry, ISG has found that the risk could be mitigated to an acceptable level by working closely with the relevant suppliers, e.g., ensuring that suppliers are aware of the Modern Slavery Act and understand their obligations under the Act.
- 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 second statement, has been rigorous, comprehensive, and effective.

Future Commitments

Update to 2020 Commitments

2020 Commitments

- Continue to enhance our Modern Slavery Risk Management Framework and processes by further increasing our maturity in the area of Modern Slavery identification and mitigation.
- Continue to develop a positive risk culture within ISG where staff at every level appropriately manage risk as an intrinsic part of their day-to-day work. We will do this through communication and risk awareness programs.
- Continue to work with our supply chain to ensure that the awareness of the Modern Slavery Act and its obligations is communicated and recognised by all parties which together make up our supplier ecosystem.
- Work with peers and industry bodies such as Stop the Traffik and Be Slavery Free to eliminate human exploitation through membership of local and global organisations, aligned to the UN Guiding Principles.
- Continue to expand our Modern Slavery Awareness training to our employees and contractors.
- Undertake "deep dives" into selected suppliers and their supply chain to test the effectiveness of our Modern Slave Risk Management Framework and processes.

2021 Updates

- Enhanced supplier onboarding due diligence process to include financial risks as well as non-financial risks to ensure continued comply with the Modern Slavery Act.
- Reviewed all relevant policies to ensure continued compliance with the Modern Slavery Act.
- Included 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 to work with suppliers to ensure that the risks of human exploitation are understood and detected.
- Collaborated with NGOs to reduce and disrupt modern slavery.
- Reviewed our training program to ensure continued relevance to our employees and contractors.
- Continue to deepen our due diligence beyond our direct Suppliers. Please refer "Deep Dive into our Supply chain" slide for more details



Looking to the Future

As our modern slavery framework continues to evolve, we will establish new goals aimed at improving our approach to managing modern slavery risks. During the reporting period we identified more areas which we are committed to working on over the coming years. We will report on our progress on these commitments in our future modern slavery statements.



Enhance our risk management capability

- 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.



Formalise KPIs associated with modern slavery risk management

- Contribute open-access knowledge through webinars and speaking events on Modern Slavery and its impacts.
- 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.



Policy commitment

- 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.



Monitoring effectiveness

- 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.



Due diligence

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.



Drive Improvements

- ISG will work with its suppliers, identified as requiring improvement in certain areas, to ensure that the suppliers undertake corrective actions to strengthen their approach to managing any potential modern slavery risks.

Thank You





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