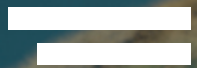


FY 2024



FTI Consulting Australia Modern Slavery Statement

1 January 2024 to 31 December 2024



This joint statement sets out the steps FTI Consulting - FD Australia Holdings Pty Ltd, FTI Consulting (Australia) Pty Ltd and their associated entities (“FTI Australia”, “we”, “us”, “our”) have taken during the financial year ended 31 December 2024 (“Reporting Period”) in relation to our responsibilities under the Modern Slavery Act 2018 (Cth) (“the Modern Slavery Act”), and our ongoing plans to assess and mitigate the risk of modern slavery within our business and supply chains. This is FTI Australia’s third Modern Slavery Statement, pursuant to our obligations under Section 13 of the Modern Slavery Act.

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

Australian Practice Leader's Message

At FTI Australia, we believe that combating modern slavery is not only a fundamental moral obligation, but also a crucial component of sustainable and responsible business practices. We recognise the profound importance of upholding human rights and dignity, and that combating modern slavery is not only a moral imperative, but also integral to long-term sustainability, and the success of our business.

By prioritising ethics and integrity, we aim to foster a corporate culture of trust, transparency, and accountability, which is critical for building strong relationships with our clients, employees, and stakeholders. We believe that our dedication to sustainable business practices will not only contribute to the well-being of individuals and communities, but also drive long-term value creation and growth for our organisation.

In FY 2024, we undertook targeted uplifts to address potential modern slavery risk areas within our operations and supply chains. We realise that modern slavery is a complex and pervasive issue, requiring a multifaceted approach.

This Modern Slavery Statement highlights our sustained progress and dedication towards the mitigation of modern slavery in our organisation.

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



MARK DEWAR

Director & Australian Practice Leader

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

June 2025

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About Us

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

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

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

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

Our Commitment to Human Rights

Globally, FTI Consulting remains committed to identifying and addressing ESG risks and opportunities, and continues to be a participant of the United Nations (“UN”) Global Compact supporting the Ten Principles on human rights, labour, environment and anti-corruption. FTI Consulting LLP (a sister entity in our global corporate group) has been a reporting entity under section 54(1) of the *Modern Slavery Act 2015* (UK) since 2021.

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

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

Our Operations and Supply Chains

Our FY 2023 Modern Slavery Statement provided an overview of our operations and supply chains. The descriptions in that statement remain largely unchanged in relation to this Reporting Period.

We operated in four offices across Australia, in Sydney, Melbourne, Brisbane and Perth.

Our total number of employees at the end of this Reporting Period was 343. As a professional services firm, our employees perform predominantly office-based roles. Our team of professionals includes business advisors, forensic accountants, lawyers, economists, journalists, e-discovery experts and insolvency practitioners.³ In this Reporting Period, we also welcomed experienced professionals in the healthcare and human services team with expertise across transformation, digital health, strategy and health policy, and health analytics. The majority of our employees are skilled individuals with tertiary-level qualifications, with many also members of various professional and industry associations. Whilst most of our workforce is engaged on a full-time basis, we are committed to supporting our part-time workforce, as well as all staff, with hybrid arrangements in line with our Hybrid Work Model.

Lastly, the contractors we utilise for our business operations or client service deliverables are all engaged under Australian laws with relevant legal agreements in place.

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

² “2023 Corporate Sustainability Report”, FTI Consulting (2024), <<https://www.fticonsulting.com/insights/reports/corporate-sustainability-report>>.

³ “2025 Services”, FTI Consulting (2025), <<https://www.fticonsulting.com/locations/australia/services>>.

Figure 1 – Our Office Locations

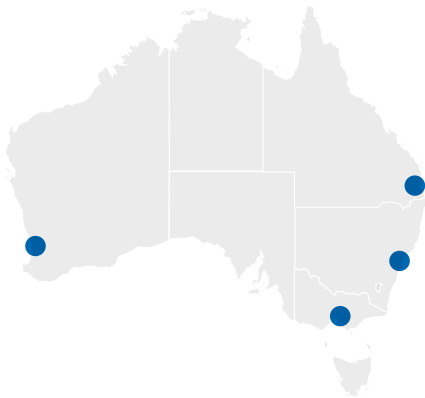
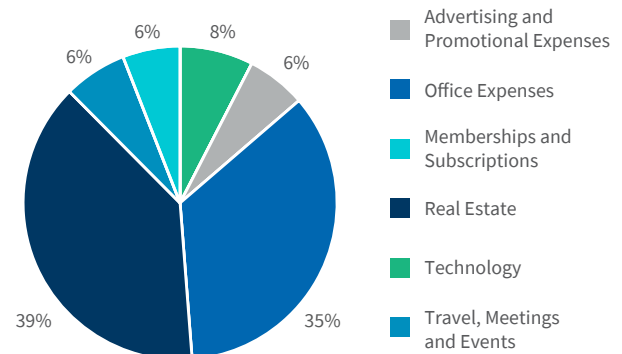


Figure 2 – Procurement Categories and Proportions of Spend in FY 2024



4
Offices

343
Employees

83%
Full-time staff

17%
Part-time staff

95%
Suppliers based in Australia

5%
Suppliers based overseas

100%
Contractors engaged under Australian laws

SUPPLIERS

In FY 2024, our supply chain involved more than 400 suppliers of goods and services (a reduction of approximately 15% in the number of suppliers from FY 2023) across the following main categories:

- Real Estate
- Technology
- Office Expenses
- Advertising and Promotional Expenses
- Memberships and Subscriptions
- Travel, Meetings and Events

We have renamed the previously used category Professional Services to Memberships and Subscriptions, as we found that this better describes the type of services expensed by FTI Australia in this category.

Our procurement spend with direct suppliers was approx. AUD \$12.8 million.⁴ Of these suppliers, just over 140 suppliers were paid over AUD \$10,000 and accounted for over 94% of our total annual supplier spend (with the top 10 suppliers accounting for approx. 50% of total annual supplier spend).

The majority of our suppliers are based in Australia. In FY 2024, nine suppliers were based internationally who were paid over AUD \$5,000. Four of the nine overseas suppliers paid over AUS \$5,000 were part of global groups which had published statements pursuant to modern slavery legislation in other countries.

As shown in Figure 2, the largest category of suppliers is those helping our firm run our office premises in the Real Estate category (e.g. office rental agreements, office renovations and construction vendors, etc). Several of our largest suppliers have long-term contracts with us.

⁴ Non-AUD payments have been converted and rounded to the nearest Australian dollar.

Modern Slavery Risks in Our Operations and Supply Chains

OUR OPERATIONS

The description of our operations in our FY 2023 remains current in respect of our operations in FY 2024. As such, the risk of causing or contributing to modern slavery practices within our operations continues to remain low for the reasons detailed in our FY 2023 Modern Slavery Statement.

In addition to the lower risk profile associated with our operations being entirely in Australia, our employees have formalised employment agreements, and their remuneration is reviewed annually. Remuneration reviews are primarily merit-based, but also include data from salary benchmarking surveys conducted by professional survey firms in Australia. All employees undergo thorough background checks, including verification of the right to work in Australia, before employment begins. We actively monitor and engage with our employees in relation to health and wellbeing practices, including mechanisms to address excessive leave balances or support our employees during overly busy periods.

In FY 2024, we engaged 67 contractors across our corporate and business operations. All contractors engaged in this Reporting Period signed contractor agreements with us under the laws of Australia, containing modern slavery clauses. Only two of these contractors were based overseas. We determined that these contractors have a low risk of modern slavery because of the nature of services being provided and the fact that the contractors did not have employees or subcontractors.

For contractors used specifically for client engagements and projects, all agreements also contain direct contractual obligations that reflect flow on contractual obligations from relevant client agreements.

SUPPLY CHAINS

Based on our deep-dive analysis of our suppliers (explained in more detail below), we were able to identify suppliers with complex entity structures that provide both products and services, and form part of global or a group of companies who may be reporting entities at a group or subsidiary level with varied business lines within their entities or corporate groups. This has made our analysis more challenging as more research, investigation and direct collaboration with certain suppliers was required to more accurately assess the risks of modern slavery in relation to these businesses.

Having assessed the business lines of our suppliers and the nature of the goods or services supplied to us, we consider there to be an overall low risk of us having caused or contributed to modern slavery via our supply chains. However, we recognise that modern slavery risks are likely to exist closer to the start of supply chains, for example where raw materials are sourced or goods are manufactured or assembled.

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

- the supplier's country of operation
- the supplier's industry or sector, and the services or products purchased by FTI Australia
- whether our suppliers have completed our onboarding process (including any contractual agreements and the existence of signed vendor onboarding forms which refer to relevant policies including Human Rights, Bullying and Harassment and Whistleblower Policies)
- whether the supplier has published modern slavery statements or policies that address the management and mitigation of modern slavery risks in their businesses.

PROCUREMENT CATEGORIES WITH INHERENT MODERN SLAVERY RISKS

The structure of our supply chain remains largely the same as in the prior reporting period in FY 2023. Suppliers providing us with goods and services in the following categories have inherently higher risk of modern slavery in their operations and supply chains. An overview of the inherent risks is set out in the table below.

Supplier Category	Types of Modern Slavery Risks	Comments
 Real Estate	— Debt bondage — Deceptive recruiting for labour or services	Landlords of office premises face modern slavery risks in their operations and supply chains including in relation to cleaning and security services which rely on low-skilled labour and can be susceptible to exploitation. Suppliers relating to renovations/office fit-out are also likely to rely on low-skilled labour (in construction and maintenance) and procure building materials such as flooring, glass, steel and other products that may be linked to modern slavery.
 Technology	— Forced labour — Debt bondage — Child labour — Human trafficking	There is well-established evidence of modern slavery risks in the supply chains in this category, particularly in the hardware manufacturing segment, due to complex and global supply chains, demand for low-cost production, raw materials sourced from areas of higher modern slavery risk and migrant labour. Complex subcontracting in the electronics manufacturing sector reduces traceability. Labour hire agencies and sub-agents are used in the recruitment of workers which can increase risks of exploitation in some contexts.
 Travel, Meetings and Events	— Debt bondage — Deceptive recruiting for labour or services	Travel and events suppliers, including hotels and hospitality venues, may pose a greater risk of modern slavery, including amongst other things, due to complex and opaque supply chains, a vulnerable workforce and the utilisation of low-skilled migrant workers.
 Office Expenses	— Forced labour — Debt bondage — Child labour	Procurement of stationery, catering, office equipment (including printers and other electronic machinery) and utilities, have higher inherent risk of modern slavery due to complex and opaque supply chains and offshore labour-intensive production which may involve manual processes and a vulnerable workforce.
 Advertising and Promotional Expenses	— Debt bondage — Forced labour	The heightened risk in this category is due to the likelihood of, for example, supplied promotional merchandise being produced in countries with weaker controls around modern slavery further down the manufacturing chain.

Actions to Assess and Address Modern Slavery Risks

During the Reporting Period, we refined our modern slavery risk assessment processes for our vendor supply chains, incorporating more detailed subcategory breakdowns and conducting additional due diligence for large and high-risk suppliers.

In addition to the refined and more in-depth risk assessment on our vendor cohort as outlined above, FTI Australia made a concerted effort in this Reporting Period to uplift our controls via our training, awareness and legal documentation described in more detail below.

ENHANCED RISK ASSESSMENT

In FY 2024, FTI Australia conducted the following enhanced analysis initiatives on our vendor supply chains:

- For our suppliers, we refined our modern slavery analysis tool, allowing us to conduct a more granular assessment into the sub-tiers of vendor supply chains.
- For our suppliers engaged specifically for the purposes of client projects, we revised our template terms and conditions to include contractual obligations to mitigate modern slavery risks in the goods or services provided to our clients. Many of our long-term client engagements also contain obligations in relation to modern slavery risk mitigation and notification which may flow down to subcontracting arrangements.

Based on the breakdown of our suppliers into the six main categories (see Figure 2), FTI Australia conducted further analysis on the supplier's country of domicile, the goods or services procured by FTI Australia, and whether the supplier has undertaken our full onboarding process acknowledging our policies and processes in relation to human rights and modern slavery. Where products supplied, or services provided, were from higher-risk industries we conducted desktop research to look beyond the country of domicile. The risk ratings were adjusted accordingly.

This analysis produced an indicative risk rating between 1-5 with the interim risk weighting as follows:

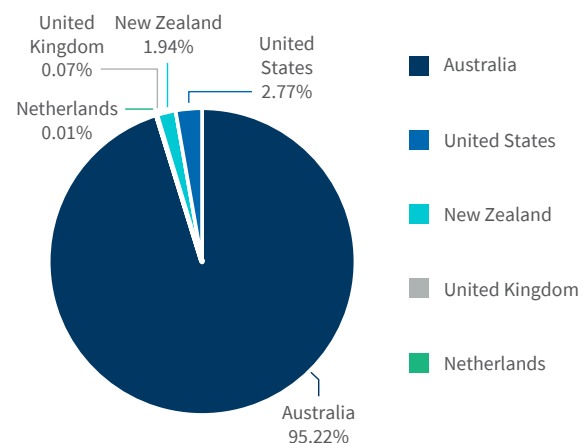
Indicative Rating	
LOW	1-2
MEDIUM	3
HIGH	4-5

Using our interim risk weighting, we conducted further analysis on our largest and higher-risk suppliers.

Supplier Countries

In FY 2024, FTI Australia sourced goods and services from vendors in five countries being: Australia, New Zealand, the United States, the Netherlands and the United Kingdom.

Figure 3 – Direct Supplier Locations



The Walk Free Foundation's Global Slavery Index 2023 reports a relatively low prevalence⁵, vulnerability⁶ and relatively high government response rate⁷ to modern slavery risks in these supplier countries.

Of the 12 vendors from the United States in FY 2024, all vendors supplied services to FTI Australia. Eight of these vendors were well-known suppliers of software services and e-subscriptions, and the others provided us with software support, training, professional advice and marketing services.

⁵ "2023 Global Slavery Index", Prevalence per 1,000 people, Walk Free Foundation (2024), <https://www.walkfree.org/global-slavery-index/map/#mode=data:dimension=p:compare-countries=AUS-NZL-NLD-GBR-USA>.

⁶ "2023 Global Slavery Index", Based on a set of country level indicators, the model is designed to enable us to identify and better understand the potential drivers of this crime. The 23 indicators of vulnerability were selected based on alignment with relevant theories and retained after further analysis. The indicators are organised into five major dimensions of vulnerability to modern slavery, Walk Free Foundation (2024), <https://www.walkfree.org/global-slavery-index/map/#mode=data:dimension=v:compare-countries=AUS-NZL-NLD-GBR-USA>.

⁷ "2023 Global Slavery Index", The government response assessment provides a comparative look at the legal, policy, and programmatic actions that governments are taking to respond to modern slavery. This is based on data collected on 141 indicators that are relevant to understanding how each government is tracking towards achieving 42 activities organised into five milestones, Walk Free Foundation (2024), <https://www.walkfree.org/global-slavery-index/map/#mode=data:dimension=r:compare-countries=AUS-NZL-NLD-GBR-USA>.

International Suppliers over AUD \$5,000 Equivalent Spend

For suppliers outside of Australia, regardless of our indicative risk rating, we looked at all vendors where the FTI Australia spend was over the currency exchange equivalent of AUD \$5,000. There were nine companies in this category, four of which are reporting entities or voluntarily report under other modern slavery reporting regimes around the world. All of these companies supplied FTI Australia with services.

We considered the modern slavery statements published by the four companies. Two of them describe their business as a supplier of both products and services. However, FTI Australia only procured services from them. Despite only procuring services from these companies, we considered their risk profile to be higher by virtue of their businesses supplying both technology hardware products and services to customers.

Our modern slavery risk assessment identified an additional two companies in the higher-risk category with no published modern slavery statement. These companies are located in the United States and provided services to us in the form of software or software support, but the companies were also in the business of selling technology hardware products.

Largest Suppliers

During FY 2024, we conducted a deep dive to assess the modern slavery risks within the operations and supply chains of our largest vendors, as well as our vendors assigned indicative higher-risk ratings.

Our largest vendors in this Reporting Period remain our landlords, who are prominent real estate companies, all located in Australia. As outlined in our FY 2023 statement, all of our landlords are reporting entities under the *Modern Slavery Act 2018* (Cth). Similar to our spend in FY 2023, the spend on our office leases and related costs (includes construction and fit-out costs associated with our offices) accounted for approximately 39% of our total annual spend in FY 2024.

In FY 2024, we arranged a series of meetings with our landlords across our four office locations in Australia and asked our landlords to respond to a series of questions to assist with our assessment of modern slavery vulnerabilities in their supply chains. The questions focussed on cleaning and security contractors, which we deemed as the higher-risk categories of modern slavery for commercial office high-rise buildings.

We were advised that our landlords have contractual terms with their contractors to mitigate the risks of modern slavery – this is not limited to cleaning and security contractors but covers all contractors. Additionally, our landlords' contractors undergo a competitive tender selection process which considers contractor disclosures relating to legal and human resources related complaints and convictions together with background checks.

Three of our four landlords reported conducting monthly audits and spot checks for compliance with modern slavery obligations and working conditions by engaging directly in conversations with employees or subcontractors of their contractors. Subcontracting is strictly monitored by our landlords, with two of the four landlords prohibiting subcontracting, and the other two landlords only allowing subcontracting for specialised services (e.g. in remote areas) with the prior approval of the landlord.

Finally, our landlords make their grievance mechanisms accessible to workers, provide training for their staff, and three out of four of the buildings where our office tenancies are located, are Cleaning Accountability Framework certified⁸.

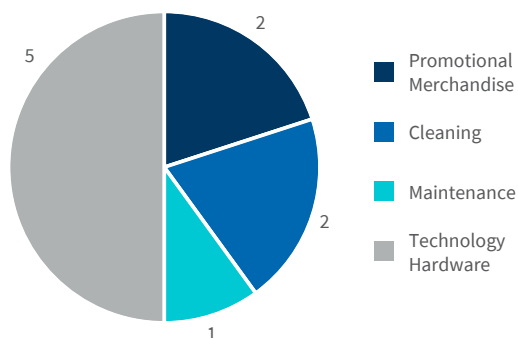
⁸ The Cleaning Accountability Framework (CAF) is an independent evaluation of a building's cleaning supply chain, measured against a three-star standard. This standard is based on six comprehensive assessment metrics covering labour, responsible contracting, safe working conditions, financial viability,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

High-Risk Suppliers Based in Australia with AUD \$10,000+ Spend

For the remaining Australian suppliers, we took a closer look at the 10 companies that received an interim high-risk weighting and where FTI Australia had a procurement spend of over AUD \$10,000 during FY 2024. All 10 companies are large, well-known domestic companies. Seven of these companies supplied FTI Australia with products, and the rest supplied FTI Australia with higher-risk services such as cleaning and maintenance.

Half of the suppliers in this category supplied us with IT hardware products (see Figure 4) which we consider to be a high-risk category. This is based on a combination of raw materials risk and labour exploitation in certain jurisdictions. A significant proportion of electronic and technology products are manufactured in countries with a higher prevalence of, and vulnerability to, modern slavery risk, including China, Malaysia and India.⁹ The risk profile is also driven by the modern slavery risks associated with the raw material inputs including critical minerals mined and processed using forced labour and the worst forms of child labour. Whilst all our hardware suppliers operate in Australia, the risks of modern slavery exist in our supply chain by virtue of the long and complex supply chain of IT hardware products.

Figure 4 – FTI Australia Large High-Risk Expense Categories



Lastly, half of the companies in Australia that fall in the high-risk category with whom we spent over AUD \$10,000 during the Reporting Period have published modern slavery statements. Upon reviewing their modern slavery statements, the majority of these suppliers described the risks of modern slavery beyond their first tier of their supply chains, and many described proactive steps being taken in relation to their sourcing practices to mitigate modern slavery risks. Measures described included due diligence procedures, audits and risk assessments locally at the factory level, and engaging in collaborative initiatives with industry peers and stakeholders to promote best practices in supply chain management and procurement.

We will continue to engage collaboratively with our suppliers where needed.

Vendor Onboarding Process

As outlined in our FY 2023 Modern Slavery Statement, new suppliers must be properly onboarded and attest to their agreement of our Vendor Code of Conduct prior to first payment of their invoice. The Vendor Code of Conduct sets out our expectation that our vendors will uphold ethical human rights practices in all their operations and supply chains, and not use modern slavery, including knowingly doing business with subcontractors, business partners or other vendors who violate these practices.

A link to the Vendor Code of Conduct is published online on our corporate website at <https://www.fticonsulting.com/about/governance>. In FY 2024, close to 100% of our new vendors successfully completed the onboarding process.

We exercise our leverage with new suppliers by requesting agreement to our policies prior to first payment which we have found to be an effective way of making our suppliers aware of our standards and expectations in relation to responsible business conduct, including modern slavery and human rights. However, we recognise the importance of maintaining ongoing engagement with our long-term and ongoing vendors.

⁹ “2023 Global Slavery Index”, Walk Free Foundation (2024), <<https://www.walkfree.org/global-slavery-index/downloads/>>.

DOCUMENTATION UPLIFT

Our Business Terms and Conditions & Client Requirements

During the Reporting Period, many of our clients continued to request that FTI Australia comply with, or agree to, contractual obligations to mitigate modern slavery in our business. As a result, many of our agreements with clients contain modern slavery clauses. We also updated our client engagement Business Terms and Conditions templates to include an obligation on our clients to comply with all applicable modern slavery laws and regulations.

As a supplier of services to our clients, we reviewed our clients' codes of conduct and completed modern slavery questionnaires when requested by clients.

Contractor and Subcontractor Agreements

FTI Australia updated its legal agreements to include compliance obligations with modern slavery laws for contractor and subcontractor agreements. Updating these templates represents FTI Australia's expectations to work with contractors and subcontractors, both at a client and corporate level, who seek to mitigate modern slavery risks in their operations and supply chains.

Global Whistleblower Policy

FTI Consulting revised its Whistleblower Policy at the global level. This revised policy explicitly references concerns regarding "human rights, including modern slavery and human trafficking" as legitimate grounds for reporting so that individuals can raise concerns or

report suspected instances of modern slavery with the knowledge that it falls within reportable conduct. This revision reflects a global commitment from FTI Consulting to ensure that its workforce is comfortable speaking up and reporting actual or suspected instances of human rights non-compliance, including modern slavery and human trafficking.

To further facilitate awareness at FTI Australia, we have ensured that our integrity helpline posters specifically reference FTI Consulting's non-retaliation policy, as reflected in the Global Whistleblower Policy. These posters are positioned in visible locations at each of our office locations in Australia.

BESPOKE TRAINING AND TARGETED AWARENESS

Bespoke Training

Our people remain our best line of defence to mitigate the risks of modern slavery in our operations and supply chain. During the Reporting Period, we:

- trained our staff on our existing processes and policies;
- worked with those in procurement roles on the importance of suppliers confirming and acknowledging our Vendor Code of Conduct; and
- achieved 100% completion rate for bespoke modern slavery training, a mandatory requirement for FTI procurement staff. Additionally, our existing Code of Ethics and Business Conduct training which is mandatory to all staff also recorded a 100% training completion rate (compared with the 98% completion rate during FY 2023).



Targeted Awareness

FTI Australia has published and will continue to publish our modern slavery statements publicly on our corporate website and intranet, to raise awareness of our commitments and efforts to combat the risks of modern slavery in our business.

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

Reports can be made either confidentially or anonymously and the information will be relayed to FTI Consulting's Compliance department for further investigation. The helpline is referenced in FTI Consulting's Code of Ethics and Business Conduct, Human Rights Policy, whistleblowing policies (Australian and Global policies) and FTI Consulting's Vendor Code of Conduct, which can be found on our website¹⁰.

Our integrity helpline posters are displayed in high-traffic areas inside our physical premises where our offices are located in Australia. As mentioned above, these posters also direct staff to relevant reporting contacts in relation to reporting misconduct "without fear of retaliation".

Additionally, we staggered the targeted delivery of monthly staff awareness communication pieces on the topics of modern slavery and human rights related messages in our internal newsletter available to all our staff. These messages include reminders, tips and links to policies and procedures, and are sent throughout the year, targeting months where client, hiring or contracting activities are high, as well as holiday or festive seasons. We have tracked the readership of this newsletter and in FY 2024 the average percentage of readership was approx. 70% of staff. Given the significant readership uptake of this newsletter, we aim to continue communicating the importance of modern slavery and human rights risks using this channel of awareness to remind our people of our efforts to mitigate risks of modern slavery in our business and supply chains.



¹⁰ '2025 About FTI', Governance, <<https://www.fticonsulting.com/about/governance>>.

Measuring Effectiveness and Future Actions

As noted in our FY 2023 Modern Slavery Statement, we set out to assess the effectiveness of our actions through improvements in three areas. Our progress in these areas is detailed below along with further activities and areas of focus.

For FY 2025, our focus will be on further enhancing our systemic processes by leveraging technology and delving deeper into the supply chains of our long-term suppliers.

FY 2023 Commitments	Progress During FY 2024	Future Actions
Policies – FTI Australia: — plans on completing further policy updates to reflect our position on modern slavery practices — will consider our client engagement terms and conditions and client onboarding processes to assess where we need to incorporate modern slavery obligations and conduct risk assessments	Policies – FTI Australia: — updated our client engagement Business Terms and Conditions templates to reflect our expectation of our clients to comply with applicable modern slavery laws and regulations — updated our contractor and subcontractor agreements to include obligations regarding compliance with modern slavery laws	In FY 2025, FTI Australia is looking to review and update its Whistleblower Policy to clearly align expectations regarding reportable conduct in relation to modern slavery and align with FTI Consulting's Global Whistleblower Policy.
Processes – FTI Australia: — plans to continue to work collaboratively with our suppliers in targeted areas, including our landlords, to develop a deeper understanding of how they manage modern slavery risks in their supply chain. These insights will help us better identify areas for enhancement or consideration — will seek to mature our modern slavery risk assessment framework to maximise our leverage and gain better visibility of our supply chain beyond the first tier	Processes – FTI Australia: — arranged a series of meetings with our landlords across our office locations in Australia, and asked that our landlords respond to our modern slavery questionnaire to assist with our assessment of modern slavery vulnerabilities in their supply chains. We found that all of our landlords had risk management controls and practices in place to mitigate the risks of modern slavery — updated the existing modern slavery risk assessment methodology so that more refined categories of supply and risk can be captured and assessed. This included a review to identify vendors who had not signed an acknowledgement of FTI's Vendor Code of Conduct at the onboarding stage	In the next couple of years, we aim to conduct similar meetings with other key long-term suppliers. These suppliers mostly include our hotel and travel partners. Our top five suppliers by spend account for over 40% of the total spend in the Travel, Meetings and Events category. Of these five suppliers, all five are reporting entities under the UK or Australian Modern Slavery Acts and have published modern slavery statements outlining their actions in respect of their global operations and supply chains.

FY 2023 Commitments	Progress During FY 2024	Future Actions
People – FTI Australia: will progress completion of targeted training for our people in procurement functions	People – FTI Australia: - achieved a 100% completion rate on Code of Ethics and Business Conduct training - achieved a 100% completion rate on bespoke modern slavery training	In FY 2025, FTI Australia plans to continue training and communication efforts to our people. We will continue to provide mandatory modern slavery training to all new staff with procurement responsibilities.

Annexure

FTI AUSTRALIA'S ASSOCIATED ENTITIES

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

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

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

EXPERTS WITH IMPACT™

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