



## Modern Slavery Statement

As a leading global management consulting firm we uphold the highest moral, ethical and legal standards in all we do. This includes ensuring that modern slavery wherever it occurs is eradicated and is not taking place in our business or in our supply chains. This statement outlines the actions taken by **Bain International Inc** (ABN 29 003 850 619) ("**Bain Australia**"), in accordance with the Commonwealth Modern Slavery Act 2018 for the calendar year ending 31 December 2024.

### 1. Reporting Entity

Bain Australia is incorporated in Massachusetts, United States of America, and is registered and operating in Australia, in addition to Hong Kong, as a branch of an overseas company. Bain Australia is part of the Bain & Company group ("Bain") which comprises multiple entities across different countries including Australia. There is no entity that is owned or controlled by or reports to Bain Australia. Accordingly, no consultation with other entities was required in the preparation of this Modern Slavery Statement.

### 2. Structure, Operations and Supply Chain

Bain is one of the world's leading management consulting firms. We work with top executives to help them make better decisions and deliver sustainable results. We advise global leaders on their most critical issues and opportunities strategy, marketing, organisation, operations, technology, digital, advanced analytics, transformations, sustainability, corporate finance and mergers & acquisitions, across all industries and geographies.

Our Principal asset is our highly skilled and educated workforce. As a professional services firm, we consider the risk of modern slavery within our own operations to be low. Our supply chain includes:

- office related services (real estate, facilities management, catering, cleaning)
- office supplies and equipment (furniture, technology hardware and software)
- corporate services (transportation, travel, hospitality),
- professional services (recruitment, marketing, training, employee benefits).

We apply due diligence processes to ensure that the goods and services we procure are sourced from reputable and ethical suppliers.

### 3. Modern Slavery Risks

While the nature of our work and workforce reduces the likelihood of modern slavery, we remain vigilant. Risk areas identified include:

- Use of contracted services such as cleaning, facilities, or accommodation
- Global suppliers in jurisdictions with weaker labour protections
- Outsourced recruitment or staffing arrangements

### 4. Actions Taken to Address Risks

We assess and address modern slavery risks through the following key actions:

- Periodically reviewing vendor contracts and sourcing practices
- Requiring suppliers to comply with our Supplier Code of Conduct, which prohibits forced and child labour and supports international human rights standards
- Conducting modern slavery awareness training in Australia for teams responsible for supplier management
- Expanding supplier reviews to include global accommodation vendors and cleaning service providers managed by landlords
- Regular reviews of recruitment providers and benefit suppliers to ensure compliance with our standards



## 5. Assessing Effectiveness of Actions

We assess the effectiveness of our actions through:

- Internal audits and procurement/supplier reviews
- Feedback from supplier engagement and contract reviews
- Oversight by our cross-functional leadership team, which regularly meets and monitors implementation and identifies continuous improvement opportunities

## 6. Consultation with Controlled Entities

Bain Australia does not own or control other entities. Therefore, no inter-entity consultation was required in preparing this statement.

## 7. Governance and Ongoing Oversight

Oversight of modern slavery risk management is led by a cross-functional team comprising leaders from Finance, HR, Legal, and the Office Head. This team meets regularly throughout the year to:

- Discuss and assess modern slavery risks
- Review supplier compliance and due diligence processes
- Monitor activities initiated in support of reducing modern slavery risk
- Identify areas for enhanced action or escalation

## Approval

This statement was approved by Stephen Mackey, as the Sole Director and principal governing body of Bain International Inc.

A handwritten signature in black ink that reads "Stephen Mackey".

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Stephen Mackey

Sole Director

Date: 26 June 2025