



Modern Slavery Statement

COVERING THE PERIOD OF 01 JANUARY TO 31 DECEMBER 2024

May 1, 2025



Contents

1. Introduction
2. Structure, Operations and Supply Chain
3. Risk of Modern Slavery in our Operations and Supply Chain
4. Actions taken to Assess and Address Modern Slavery Risks
5. Effectiveness of Actions Taken
6. Future Commitments



Introduction

isg-one.com

About This Statement

The Attorney General's Department in Australia mandates that organizations with an annual global revenue exceeding \$100 million must comply with the requirements of the Australian Modern Slavery Act (2018). ISG has prepared its fifth Modern Slavery Statement, detailing the company's activities for the financial year ending December 31, 2024.

ISG is deeply committed to ensuring that neither its operations nor its supply chain engage in any form of human exploitation anywhere in the world. Unfortunately, the global prevalence of modern slavery continues to rise, with an estimated 50M individuals currently living in such conditions, including approximately 28 million in forced labor and 22 million in forced marriages.

ISG remains steadfast in its mission to combat modern slavery and eradicate it, striving to uphold human rights and conduct all business 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 verified that robust due diligence processes are in place to effectively identify, address, and mitigate any risks of human exploitation within ISG's operations and supply chains.



Michael P. Connors

Chairman & Chief Executive Officer

A handwritten signature in black ink that reads "Michael P. Connors". The signature is written in a cursive, flowing style.



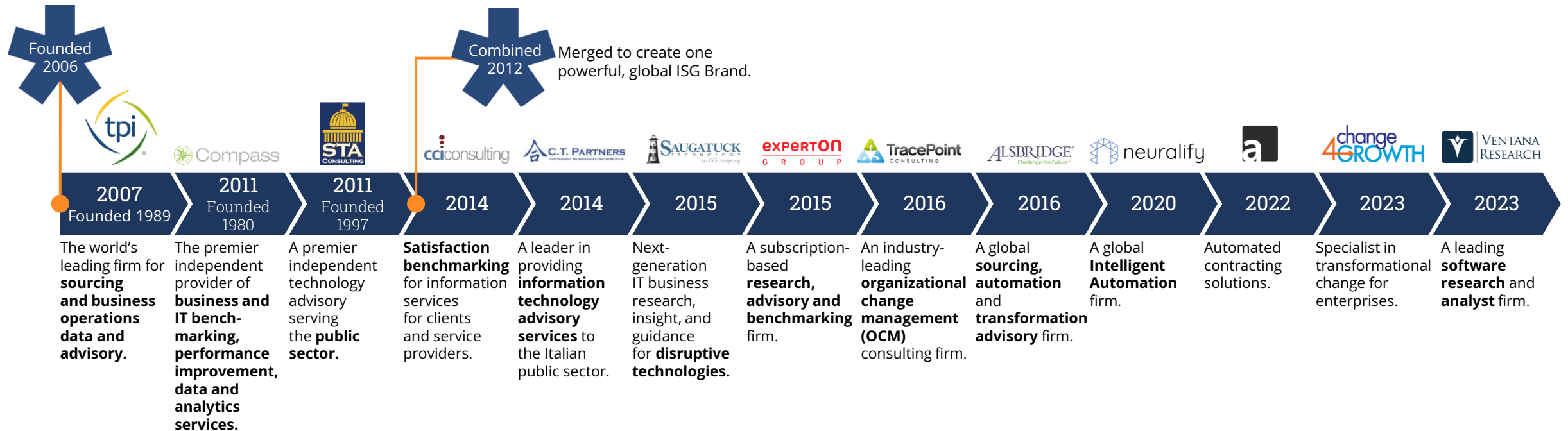
Structure, Operations and Supply Chain

isg-one.com

About ISG

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

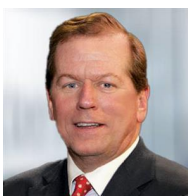
Acquisitions



ISG Global Leadership

Board of Directors

Neil G. Budnick, Gerald S. Hobbs (Lead Director), Bruce N. Pfau, Christine Putur, Kalpana Raina



Michael P.
Connors
Chairman & CEO



John
Boccuzzi
Jr.
Partner and
President
ISG Research



Lois
Coatney
Partner, Banking,
Financial Services
and Insurance



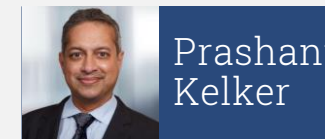
Todd
Dreger
President, ISG
Enterprise Growth,
Chair, ISG GovernX®



Paul
Gottsegen
President,
ISG Client Experience



Steve
Hall
Partner and
President ISG EMEA,
and Chief AI Officer



Prashant
Kelker
President, ISG
DACH, and Chief
Strategy Officer



Tom
Kucinski
EVP and
Chief Human
Resources Officer



Todd
Lavieri
Vice Chairman
and President,
ISG Americas &
Asia Pacific



Kathy
Rudy
Chief – Data and
Analytics, Head of
ISG Data, Analytics
& Technology Office



Michael
Sherrick
EVP and
Chief Financial
Officer



Dieter
Thompson
President, ISG
Global Network
Services and
Private Equity

Last updated: February 2025

ISG Operations

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

ISG Global Footprint

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

The Industry Pioneer.
Still Leading the Way.



900
Clients Served Annually

19
Countries

1600
Professionals



ISG's Supply Chain

- 1 As part of conducting business, ISG relies on a supply chain within Information Technology, Finance, Events and Marketing, Facilities, HR as well as other consulting companies around the world.
- 2 In our operational centres, we interact with suppliers at both a global and local level. Some services are derived from global suppliers and distributed across our international workforce, but many others are smaller, local suppliers.

What we Buy



Facilities
Management



Software



Human
Resource



Security



Financial
Services

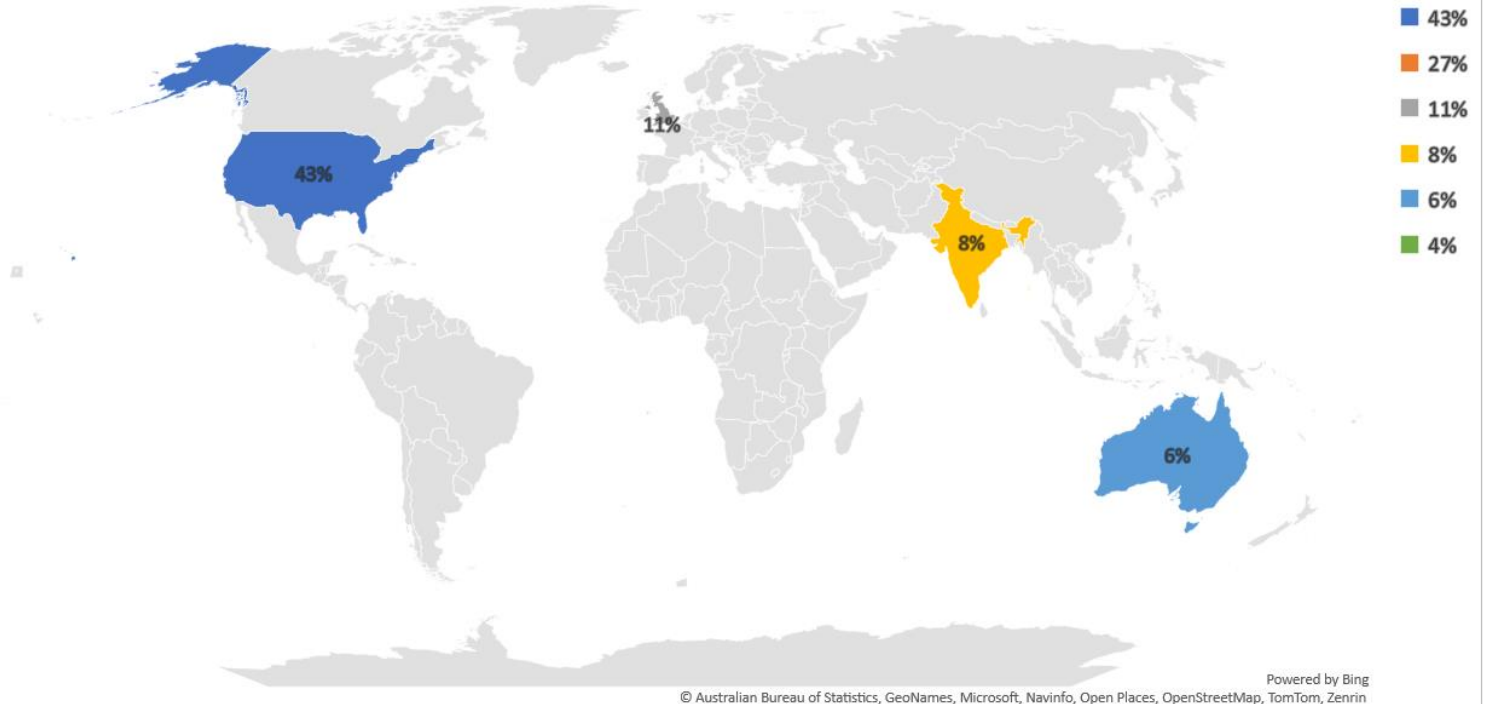


Event
Management



IT Services

Where our Suppliers are Based





Risk of Modern Slavery in Our Operations and Supply Chain

[isg-one.com](https://www.isg-one.com)

Potential Risks and Management of Our Supply Chain



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

1

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 understands the importance of collaborating with its peers and suppliers, both to strengthen our own response to modern slavery and encourage the elimination of any risks of human exploitation in the manufacturing and distribution of the electronic goods, consumed by ISG.

2

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

3

Over the past four years and in line with the Modern Slavery Act, ISG has significantly improved its ongoing management of suppliers throughout the supplier lifecycle. ISG regularly reviews our existing suppliers and undertake due diligence when considering taking on new suppliers.

4

ISG's Modern Slavery Framework is underpinned by our [Supplier Code of Conduct 2024](#) 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.

ISG Actions to Mitigate Potential Risks

1

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

2

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

3

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

4

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

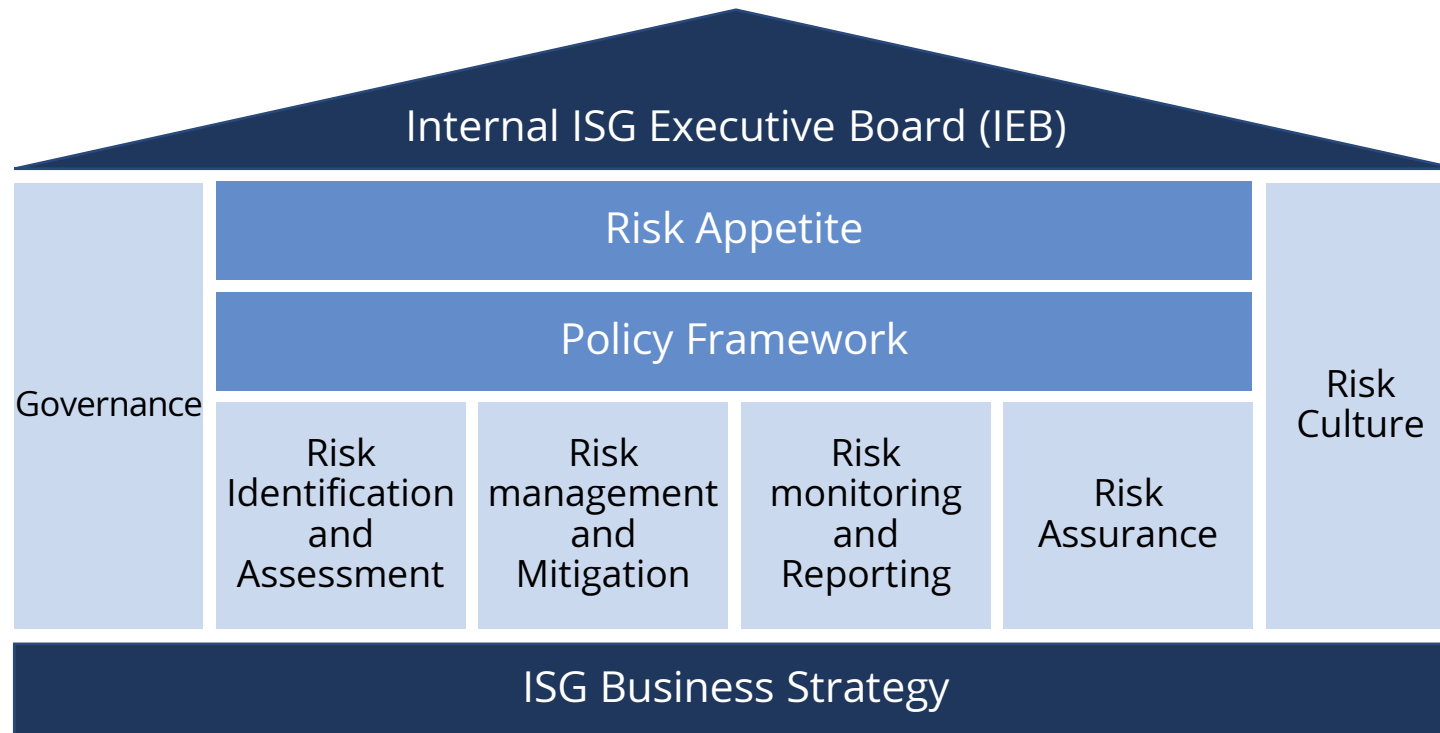


Actions Taken to Assess and Address Modern Slavery Risks

isg-one.com

Modern Slavery Risk Management Framework

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



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

The IEB signs off on ISG ANZ's Modern Slavery Statements.

1

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

2

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

Operationalisation of ISG Modern Slavery Framework

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



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, Organizations measure their risk appetite by assessing their tolerance for risks associated with modern slavery in their operations and supply chains.
- 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 up to date and relevant globally.
- As part of our continuous improvement approach, we have reassessed the maturity of our policies and frameworks, systems and controls as well as remediation processes.
- The Supplier Code of Conduct sets out the expected behaviors of ISG's suppliers, not just in terms of compliance to the Modern Slavery Act but also in relation to how ISG expects its suppliers to conduct themselves and treat their suppliers, ISG's fourth and fifth parties.
- ISG employees, contractors and suppliers can report any suspected Modern Slavery concerns to a Whistle-blower email address.



Governance

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

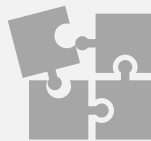


Operationalisation of ISG Modern Slavery Framework (continued)

The cornerstones of our Modern Slavery Risk Management Framework are:

Business Strategy

- ISG has zero tolerance for forced labour and it is prohibited by our Code and Standards.
- ISG believes that our clients and suppliers want us to be a leader in the eradication of human exploitation globally. Hence, ISG has implemented a strong internal framework to ensure we are not linked, nor contribute to any Modern Slavery risks.
- ISG has also developed a professional service which helps our clients identify, assess, manage and mitigate any Modern Slavery risks in their operations and supply chain. This service operates in countries with Modern Slavery legislation, not just Australia.



Risk Culture

- Risk culture refers to “the collective mindset, values, 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.



Risk Management

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



ISG's Approach to Modern Slavery Risk Identification

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

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



Identify

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

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



Assess

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



Manage

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



Monitor

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

Supplier Due Diligence

Identifying human rights risks is the first step to addressing risks through improvements to our policies and management systems. We work to align our efforts with the business and human rights due diligence process set forth in the UNGPs to identify, mitigate, prevent, and remedy human rights risks.

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

Our risk-based approach to due diligence in our supply chains is targeted where people are most at risk. We conduct due diligence on suppliers annually on adverse media, sanctions, bribery and corruption which may raise issues pertinent to modern slavery.

ISG's supplier due diligence process

1

All new suppliers

- Suppliers must agree to comply with ISG's [Supplier Code of Conduct 2024](#), which includes ISG's expectations that suppliers will not engage in any Modern Slavery practices anywhere in the world, before engagement can commence.
- Suppliers must agree to the inclusion of a modern slavery provisions in contractual agreement with ISG.



2

Suppliers with a medium or high inherent Modern Slavery risk

- Suppliers are required to complete a Modern Slavery Supplier Assessment during the onboarding process, designed to identify any potential risk of human exploitation.
- ISG makes use of secondary sources of information such as Code of Conduct, Ethical Sourcing, Whistle-blower Policies, responses to Human Exploitation legislation outside Australia, news and alerts including adverse media, and any other information which may be used in risk identification and mitigation.



3

Suppliers with a high residual Modern Slavery risk

- Suppliers are required to complete a Modern Slavery Assessment on regular basis, dependent on risk categorisation (country, industry, adverse news).
- ISG makes use of external data such as events and adverse news to continuously monitor its supply chain.



4

Ongoing Modern Slavery Controls Assurance

- Suppliers may be required to undergo audits for ISG to obtain assurance that adequate controls are in place to mitigate modern slavery risks appropriately.
- ISG's audits may be in the form of physical audits (site visits) or virtual audits (interviews, evidence gathering etc.).

Key Performance Indicators (KPIs)

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



Internal training

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



Policy development and implementation

In its ongoing commitment to improvement, ISG has conducted a comprehensive review of all existing policies during the reporting period to ensure they align with the Modern Slavery Act.



Supplier Due Diligence

During the reporting period, ISG has further strengthened its supplier due diligence process to uncover areas for improvement. Collaborating closely with various business units, we ensure that all suppliers undergo thorough assessment during onboarding and on an ongoing basis, with any identified risks managed in line with our due diligence procedures.



Modification of supplier contracts

ISG has continued to execute supplier contracts with Modern Slavery specific clauses, including a requirement for suppliers to comply with ISG's [Supplier Code of Conduct 2024](#)



Supplier survey response rate

ISG has maintained its practice of categorizing suppliers as High, Medium, or Low risk, considering factors such as industry, geography, and other critical risk indicators. We remain committed to collaborating with our suppliers to enhance their response rates annually by fostering greater awareness throughout our supply chain.



Reported incidents, and corrective actions

There were no incidents reported during the 2024 reporting period.

Actions Taken – ISG Operation and Supply Chain

Actions taken during the Reporting Period

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

Conducted a full review of ISG's policies, including the **Code of Ethics and Business Conduct**, [Whistleblower Policy 2024](#) and [Supplier Code of Conduct 2024](#) policies, to ensure continued alignment to the Modern Slavery Act.

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

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

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

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

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

Throughout the reporting period, ISG has further enhanced its approach to addressing modern slavery risks within its operations and supply chain.

Operational Due Diligence and Supplier Agreements



Operational Due Diligence

- Modern slavery risks within our operations are effectively managed through a robust policy framework for workplace relations. ISG upholds a zero-tolerance stance towards modern slavery practices, underpinned by our strong governance structure.
- We ensure all employees receive entitlements aligned with relevant legislation. Direct employees undergo a thorough onboarding process, including verification of work rights through documentation checks such as passports and visas. Additionally, all new employees must complete a policy affirmation, confirming their commitment to the ISG Code of Ethics and Business Conduct.
- To further strengthen our control environment, we collaborate with operational teams, focusing on high-risk offshore locations. Working closely with our colleagues in these regions, we remain dedicated to driving ongoing improvements in modern slavery practices.



Supplier Due Diligence

- Since FY20, ISG has incorporated modern slavery provisions into its supplier agreement templates. These provisions clearly outline ISG's expectations, including adherence to modern slavery standards, and grant ISG the right to audit suppliers, their operations, and supply chains when necessary.
- ISG continues to strengthen its supplier due diligence process and enhance the broader supply chain through regular modern slavery assessments, impact and location evaluations, and in-depth Due Diligence Deep Dives. These efforts ensure that modern slavery risks are effectively identified and addressed.
- Our risk mitigation strategy is informed by industry best practices and led by our Third-Party Risk Management Centre of Excellence team, composed of modern slavery subject matter experts. This approach ensures that our supplier due diligence processes remain adaptive to global developments and emerging risks, enabling us to take proactive measures to address any modern slavery concerns within our business and supply chain.

Awareness and Training



- 1 Delivered ongoing Modern Slavery training to employees and contractors worldwide, including refresher courses to reinforce understanding and awareness.
- 2 Strengthened integration of Modern Slavery Risk Management processes across ISG's operational functions, including Finance, HR, and IT.
- 3 Held 'Community of Practice' sessions with clients and suppliers, sharing methodologies and tools to effectively manage risks posed by third parties.

Throughout this reporting period, ISG emphasized to employees and suppliers the importance of identifying and mitigating Modern Slavery risks and its significance to the organization's values and objectives.

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

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

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

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



Effectiveness of Actions Taken

isg-one.com

Assessment and Effectiveness of Our Actions

ISG's Commitment

- ISG supports the United Nations Guiding Principles on Business and Human Rights, recognizing them as the global standard for preventing and addressing business-related human rights violations. ISG acknowledges its responsibility to contribute to the eradication of human exploitation and is committed to respecting human rights in every region of operation.
- ISG's ethical and legal standards form the foundation of the company's global culture. This commitment is reflected in ISG's Responsible Business and Legal Compliance Program, which is designed to ensure compliance with legal requirements and fulfillment of human rights responsibilities worldwide. The program includes visible leadership support, ongoing risk assessments, clearly defined policies and controls, continuous training and communication efforts, and robust procedures for monitoring, auditing, and incident response. ISG maintains a zero-tolerance approach to violations of applicable laws in all jurisdictions where it operates.

ISG's Actions

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

Assessment and Effectiveness of Our Actions (continued)



ISG's Acknowledgement and Actions

- 1 ISG acknowledges that modern slavery risks can arise in relation to the goods and services it procures, as well as the regions in which it operates. These risks can stem from the country of origin, the specific industry, or the business practices of entities within ISG's supply chain.
- 2 During the 2024 reporting period, ISG further strengthened its supplier onboarding and due diligence processes. Enhancements included the integration of financial risk indicators—such as **Anti-Money Laundering (AML), Counter-Terrorism Financing (CTF), corruption and bribery, and regulatory compliance**—as well as non-financial risks, including adverse media, global litigation, Politically Exposed Persons (PEPs), sanctions, and potential links to modern slavery practices. Suppliers are categorised into **High, Medium, or Low risk** based on this comprehensive assessment. ISG has also upgraded its Modern Slavery questionnaire, using artificial intelligence and automation within its digital supplier assessment platform to proactively identify high-risk suppliers.
- 3 ISG draws upon a range of credible and reputable sources to assess modern slavery risks, including the **Australian Department of Foreign Affairs and Trade's Terror List**, global adverse media in multiple languages, **the Walk Free Foundation's Global Slavery Index, Dow Jones Factiva, and the Clean Energy Council (Australia)**.
- 4 The incorporation of secondary sources has enhanced ISG's ability to identify and address risks, allowing greater focus on suppliers deemed High Risk and enabling mitigation of risks that exceed ISG's defined risk appetite.
- 5 While some suppliers were identified as having a high inherent risk – due to factors such as limited internal controls, geographic location, or industry sector—ISG has determined that these risks can be reduced to an acceptable residual level through active engagement. This includes supporting suppliers in understanding and meeting their obligations under the Modern Slavery Act.
- 6 As a principles-based piece of legislation, the Modern Slavery Act requires organisations to demonstrate ongoing improvement. ISG considers that its approach to identifying and managing modern slavery risks, has evolved into a robust, comprehensive, and effective due diligence framework.

Grievance and Remediation

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



ISG maintains a zero tolerance for retaliation of any kind. The Whistleblower Policy applies to all employees, officers, consultants, self-employed contractors, casual workers, agency workers, volunteers and interns. As set out in our [Whistleblower Policy 2024](#) (which we have made publicly available to increase transparency), we offer our people several ways to raise a concern through our leaders, people managers as well as anyone in Human Resources or Legal by emailing whistleblower@isg-one.com.



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



ISG treats all reported concerns with the utmost seriousness, including any allegations of retaliation. Every concern is investigated thoroughly and objectively, using a professional, methodical, and balanced approach to establish the facts. Based on the findings, ISG determines appropriate outcomes and applies them fairly and consistently across all regions – regardless of an individual's seniority, role, or contribution to the organisation.



All concerns, whether raised internally or externally, are treated with the utmost seriousness and strict confidentiality. ISG is committed to protecting individuals who, in good faith, report a human rights concern or assist ISG or law enforcement authorities by providing information to support the resolution of such matters.

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



Future Commitments

isg-one.com

Updates on ISG Commitments

2023 Commitments

- Further enhance ISG's internal risk management capabilities through ongoing staff training, overseen by our specialized third-party Risk Management Centre of Excellence team, to ensure a continuous focus on Modern Slavery risks.
- Expand open-access knowledge-sharing initiatives by hosting more webinars, speaking events, and thought leadership on Modern Slavery, drawing on our global experience in mitigating its impacts across various jurisdictions.
- Continue providing pro-bono advice to not-for-profit organizations to help them address Modern Slavery risks within their operations and supply chains.
- Strengthen our client partnerships by continuing to deliver high-impact solutions to help clients identify, assess, and manage Modern Slavery risks in their supply chains and operations.
- Review and refine our policies to ensure they align with our goal of eliminating business-related human exploitation by 2030, and take proactive steps to drive these changes across our global operations.
- Incorporate ISG's commitment to eradicating Modern Slavery even more deeply into our broader ESG framework and policies, ensuring alignment with our long-term sustainability goals.
- Enhance our progress-tracking metrics to better evaluate the effectiveness of our actions against Modern Slavery, with specific focus on human trafficking, forced labor, and exploitation within our operations and supply chain.
- Build on the results of our diagnostic assessment to refine our due diligence practices, with a particular focus on improving our supplier vetting processes, especially for those previously outside the scope of Modern Slavery Act requirements.
- Strengthen the role of ISG's third-party Risk Management Centre of Excellence by leading a comprehensive review of our Supply Chain Services policies and Conduct detailed assessments of high-risk suppliers based on spend, industry, and geography, focusing on evaluating their policies, practices, and programs regarding human rights and Modern Slavery issues.

2024 Updates

- Expanded supplier onboarding due diligence to further integrate Modern Slavery risk assessments for all new suppliers globally, ensuring comprehensive coverage across all regions and sectors.
- Continued policy reviews to align with evolving global Modern Slavery legislation, with input from cross-functional teams including ISG Legal, HR, and the third-party Risk Management Centre of Excellence (TPRM CoE).
- Strengthened contractual requirements by reinforcing Modern Slavery-specific clauses in agreements, ensuring suppliers adhere to ISG's Supplier Code of Conduct and other ethical sourcing standards.
- Deepened collaboration with suppliers to enhance understanding and detection of Modern Slavery risks within their supply chains, promoting joint efforts to mitigate these risks across tiers.
- Updated employee and contractor training programs to reflect the latest risks, trends, and best practices in addressing Modern Slavery, ensuring all stakeholders are well-equipped to identify and act on these issues.
- Strengthened due diligence beyond direct suppliers by expanding our focus to include the deeper supply chain, with specific initiatives addressing high-risk geographies, industries, and sectors.
- Reviewed Modern Slavery risk assessments through ISG's TPRM CoE to ensure comprehensive and consistent evaluation, leveraging expert input to address potential risks at every level of the supply chain.
- Further integrated Modern Slavery efforts into ISG's global ESG framework, ensuring that our commitment to tackling human exploitation aligns with legislative requirements across jurisdictions and supports long-term sustainability goals.
- Held 'Community of Practice' sessions with clients and suppliers, sharing methodologies and tools to effectively manage risks posed by third parties.

Looking to the Future

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

Enhance our risk management capability



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

Policy Commitment



- Expand existing policies in line with our commitment to eradication of business-related human exploitation by 2030.
- Continue to expand adoption of our Supplier Code of Conduct across all jurisdictions.
- Integrate ISG's dedication to eliminating Modern Slavery within the broader scope of our ESG commitments and policy framework.

Monitoring Effectiveness



- Enhance the metrics that will allow us to measure our progress and assess our success in addressing modern slavery and human trafficking within our operations and supply chain.
- Review and update our targets to ensure ISG remains a global leader in the fight against modern slavery.

Drive Improvements



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

Engage with our staff, suppliers and client community



- Contribute to knowledge sharing by hosting webinars and speaking at events focused on modern slavery and its impacts, drawing from our experience in identifying and addressing modern slavery risks within our own operations, supply chain, and those of our clients. This includes expertise across all jurisdictions with modern slavery legislation.
- 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 in their operations and supply chains.

Due Diligence

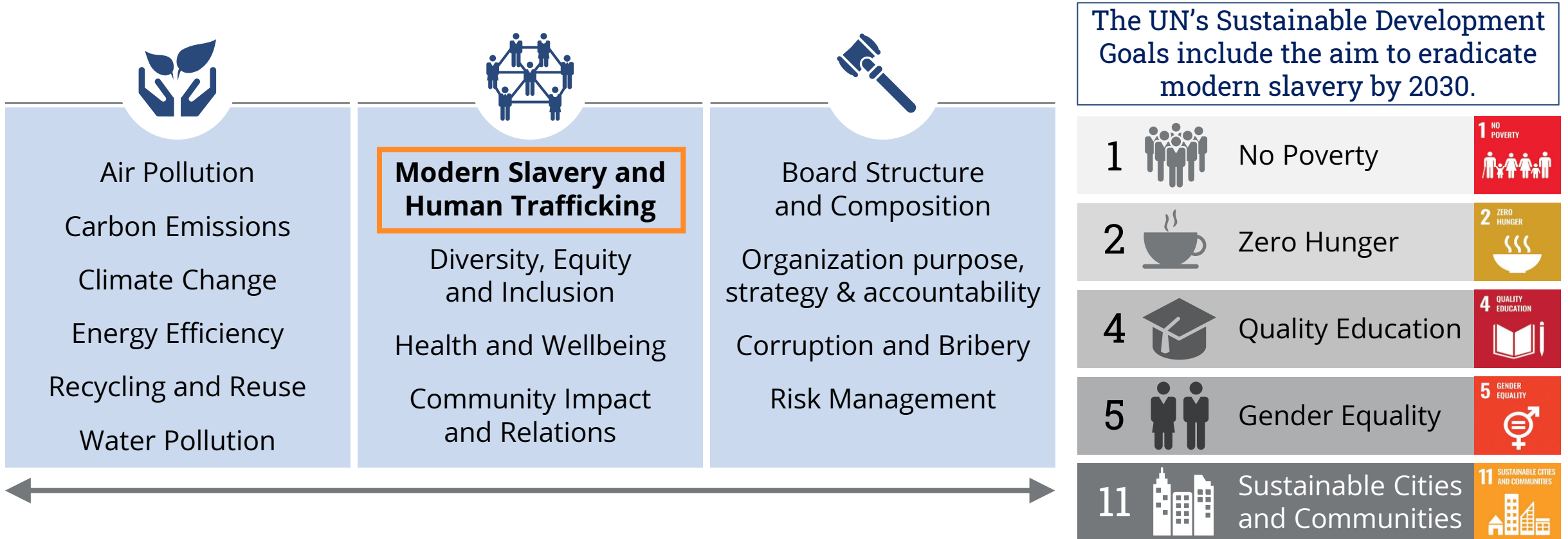


The findings from the diagnostic assessment will guide our ongoing efforts to enhance our Modern Slavery due diligence approach. Our objectives include:

- Expanding our comprehensive assessment of medium and high-risk suppliers through targeted interviews and on-site audits. These will be selected based on industry and geography to evaluate their standards, policies, and programs related to human rights and modern slavery.
- Continuing due diligence on third parties within our supply chain (ISG's fourth and fifth parties) to ensure a thorough assessment of ISG's entire supply chain. This is particularly important in light of the ongoing conflicts in the Middle East, and Ukraine.
- Leveraging our experience in Australia in the identification, assessment, and monitoring of modern slavery risks to support clients in regions like Germany and Canada, where modern slavery legislation has recently been introduced.

Modern Slavery – A Key ESG Factor

ISG operates across several jurisdictions with Modern Slavery legislation, including the UK, France, the Netherlands, California, Norway, Germany, and Australia. As a result, we have embedded our approach to addressing Modern Slavery within our global ESG framework, reflecting our belief that integrating ESG principles into our operations is not only a regulatory necessity but also sound business practice.





Thank You

isg-one.com





isg-one.com

ISG (Nasdaq: III) is a global *AI-centered* technology research and advisory firm. A trusted partner to more than 900 clients, including 75 of the world's top 100 enterprises, ISG is a long-time leader in technology and business services that is now at the forefront of leveraging AI to help organizations achieve operational excellence and faster growth. The firm, founded in 2006, is known for its proprietary market data, in-depth knowledge of provider ecosystems, and the expertise of its 1,600 professionals worldwide working together to help clients maximize the value of their technology investments.