

# Global Human Rights Statement



Guidehouse is committed to respecting and upholding the human rights of our people and any other individuals with whom we work, directly or indirectly.

**Guidehouse is opposed to any form of slavery, servitude, child labor, forced labor or human trafficking, and will continue to respect and support the promotion of human rights across our business.**

We will guard against complicity in human rights abuses, comply with applicable labor and employment laws, and draw on internationally recognized labor principles. In accordance with recognized international human rights standards, we strive to adhere to the principles of:

- Internationally declared human rights and standards, including those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- The United Nations' Guiding Principles on Business and Human Rights

## In respect of human rights, we will always:

- Seek to avoid causing or contributing to adverse human rights impacts through our own activities and address any such impacts that may occur in a timely and appropriate manner
- Seek to prevent or mitigate adverse human rights impacts that are directly related to our operations, products, and services through our business relationships

We have several safeguards to prevent slavery, forced or child labor, and human trafficking taking place in our business or in our supply chains:

- Guidehouse corporate policies include our 1) Code of Conduct (“Code”); 2) Global Anti-Human Trafficking policy outlining the requirements of employees, vendors, and agents with respect to anti-human trafficking; and 3) Anti-Bribery & Corruption and Anti-Money Laundering policy outlining the ethical conduct expected of employees and third parties.
- Our Code outlines our values that are the core to our culture and establishes our standards of expected ethical behavior. We promote our commitment to a respectful, inclusive, and safe work environment where we treat each other with dignity.
- Guidehouse requires new employees to take compliance training on our Code’s main topics. This includes the course “Protecting Human Rights,” which provides an overview of human rights and steps to prevent activities such as human trafficking, forced labor, and other forms of modern slavery. This training is also periodically required for all current employees for continued awareness and education.
- In our recruitment process we have background checks confirming eligibility to work in the countries in which we operate to safeguard against human trafficking or individuals being forced to work against their will.
- We encourage our employees and third parties to report any issues or concerns they may have about potential ethics violations or other potentially illegal conduct, which may include modern slavery/human trafficking. We provide a confidential, 24-hour telephone hotline and internet-based reporting service to report issues or concerns. Individuals can report concerns in a completely anonymous and confidential manner.
- We require employees to work with our procurement team to acquire supplies and services. The procurement team manages vendor relationships that are based on quality, pricing, delivery, and our Vendor Code of Conduct (“Vendor Code”) principles. Our Vendor Code sets forth the requirements that we expect of our vendors to operate lawfully, ethically and with integrity. Vendors are expected to fully comply with all anti-human trafficking and anti-modern slavery laws.

This statement was approved by the Guidehouse Board of Directors on April 11, 2025.



Scott McIntyre  
Chief Executive Officer