

Global Human Rights Statement

Guidehouse is committed to respect and uphold the human rights of our people and any other individuals with whom we are directly or indirectly in contact.

Guidehouse will guard against complicity in human rights abuses, comply with applicable labor and employment laws, and draw on internationally recognized labor principles governing how we do business.

In accordance with recognized international human rights standards, we strive to adhere to the principles with:

- The 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's (ILO's) *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 will continue to look for ways to support the promotion of human rights within our operations and our sphere of influence, and through our own policies and practices, such as:

- **Guidehouse's Code of Conduct** which outlines our values that are the core to our culture and establish our standards of expected ethical behaviour. We promote our commitment to a respectful, inclusive and safe work environment where we treat each other with dignity.
- **Vendor Code of Conduct** which sets forth the requirements that we expect of our Vendors in order to operate lawfully, ethically and with integrity. Vendors are expected to fully comply with all anti-human trafficking and anti-modern slavery laws.
- Our **UK Modern Slavery Statement** which outlines our commitment to these principles.

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