

# Modern Slavery Statement



## Overview

Guidehouse Inc. and its subsidiaries are committed to compliance with the Modern Slavery Act 2015 and opposed to any form of slavery, servitude, forced labor or human trafficking.

In accordance with Section 54 of the Modern Slavery Act 2015, this statement sets out the steps that Guidehouse Inc. ("Guidehouse") has taken to ensure that slavery and human trafficking are not taking place in our business or in any of our supply chains.

## Guidehouse's Organization

Guidehouse is a global consultancy providing advisory, digital, and managed services to the commercial and public sectors. Guidehouse is purpose-built to serve the national security, financial services, healthcare, energy, and infrastructure industries. Headquartered in McLean, VA, the company has more than 17,000 professionals in more than 50 locations globally.

## Supply Chain

Many of our suppliers are in low-risk sectors, such as professional services. We utilize contractors primarily from skilled professions to support our services and conduct internal business operations. Areas that may have a higher risk for modern slavery include outsourced services from industries such as recruitment firms and events suppliers. To mitigate risk, Guidehouse has taken steps in our core business and supply chain to address modern slavery.

## Steps Taken in our Core Business to Address Modern Slavery

Guidehouse's RI2SE values of Respect, Integrity, Innovation, Stewardship and Excellence are the essence of our identity. They support our vision, drive our culture, and shape our employees' conduct.

Guidehouse's Code of Conduct provides guidance on critical policies and regulations that impact our business operations that Guidehouse expects every employee to know and follow. The Code states that no employee shall take unfair advantage of anyone through manipulation, concealment, abuse of privileged or confidential information, misrepresentation of material facts or any other unfair dealing practices. All Guidehouse employees are required to read the Code of Conduct and confirm they will adhere to the Code when they join Guidehouse.

Guidehouse's corporate policies includes a Global Anti-Human Trafficking policy outlining the requirements of employees, vendors, and agents with respect to anti-human trafficking. Additionally, our Global Human Rights Statement policy outlines the steps individuals can take in preventing, identifying, and stopping human rights abuse.

Guidehouse's Anti-Bribery & Corruption and Anti-Money Laundering policy outlines the ethical conduct expected of employees and third parties.

Guidehouse has a well-vetted recruitment process that includes conducting 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.

Guidehouse requires employees 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 principles.

Guidehouse requires new employees to take compliance training that includes the course Protecting Human Rights that 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 provided periodically to all current employees to increase awareness and education.

Guidehouse encourages its 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.

## Steps Taken in our Supply Chain to Address Modern Slavery

Guidehouse's vendor relationships are based on lawful, efficient and fair practices. We expect our vendors to obey the laws that require them to treat workers fairly and provide a safe and healthy work environment. Guidehouse will not knowingly use any vendor that uses forced, prison, or indentured labor.

Guidehouse has a robust third-party due diligence process that includes an online search to check the vendor's reportable offenses through an assessment and risk mitigation tool. This process is conducted at the beginning of a business relationship and is continuously monitored throughout the relationship.

Guidehouse's Vendor Code of Conduct (the "Vendor Code") summarizes the principles of honest and ethical conduct for Guidehouse vendors and is available to all vendors on Guidehouse's website, Guidehouse.com. The Vendor Code states that no vendor shall take unfair advantage of anyone through manipulation, concealment, abuse of privileged or confidential information, misrepresentation of material facts or any other unfair dealing practice. The Vendor Code also states that it is the responsibility of every vendor to help Guidehouse provide a work atmosphere free of harassing, abusive, disrespectful, disorderly, disruptive or other nonprofessional conduct. Additionally, the Vendor Code states that vendors must take steps to ensure that slavery and human trafficking are not taking place as part of their business or supply chains and are expected to fully comply with all anti-human trafficking and anti-modern slavery laws.

Guidehouse requires new independent contractors and subcontractors confirm they will adhere to the Vendor Code when they enter a contractual relationship with Guidehouse or abide by their own company Code if one is established.

Guidehouse's Global Human Rights Statement is made available on Guidehouse's website, Guidehouse.com. The Statement summarizes Guidehouse's commitment 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.

## Measurement of Effectiveness


A key performance indicator to measure our effectiveness of steps being taken, is the submissions from our Ethics Hotline system and other sources. Guidehouse encourages its employees 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. In addition, third parties are to report violations or suspected violations of the Vendor Code of Conduct.

In 2023 and to date in 2024, our Ethics & Compliance team has not received any reports internally or from third parties regarding allegations of modern slavery or a violation of other related policies.

## Commitment

Guidehouse will continue to take steps to ensure that there is no slavery or human trafficking in our business or our supply chains.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015. This constitutes Guidehouse's Modern Slavery Statement for 2024 and was approved by the Guidehouse Board of Directors on 09/04/2024.



Scott McIntyre  
Chief Executive Officer