



## **ZS ASSOCIATES INTERNATIONAL, INC. UNITED KINGDOM MODERN SLAVERY ACT STATEMENT**

ZS Associates International, Inc. (“ZS”) is a global management consulting firm organized under the laws of the State of Illinois in the United States. ZS operates a registered branch office located in London, England, as well as several branch offices in countries around the world. ZS focuses on maximizing client value through high-performance sales and marketing solutions combined with an integrated range of services, including consulting, outsourcing, technology, and software. ZS’s primary clients include Fortune 500 companies, mainly in the pharmaceutical space, and other leading companies in more than seventy countries around the world.

ZS is committed to upholding high standards for ourselves and our clients. ZS expects suppliers, vendors, and contractors (collectively referred to as “suppliers”) working with ZS to meet these high standards. ZS performs an annual assessment on critical vendors. ZS is updating, strengthening, and expanding its current vendor risk assessment program to ensure that ZS only works with credible, established suppliers who demonstrate sound business practices and a commitment to ZS’s high standards. ZS’s standard supplier agreement requires suppliers to comply with applicable laws and ZS policies, including the Modern Slavery Act of 2015 and any other applicable anti-slavery and human trafficking laws. ZS instructs its employees to monitor the relationship between ZS and its suppliers to ensure compliance with applicable laws and ZS policies. Learning that a supplier is engaged in slavery or human trafficking would be grounds for immediate termination of ZS’s relationship with the supplier. As a professional services company, ZS predominately works with suppliers who provide technical, specialized products and professional services and whose employee base are highly skilled and educated thereby lowering the risk of engaging a supplier participating in slavery and/or human trafficking. Nonetheless, ZS is fully committed to combating slavery and human trafficking and expects the same from its suppliers.

ZS also expects its employees to comply with applicable laws and understand local laws applicable to their business activities. In support of ZS’s culture of honesty and integrity, ZS encourages reporting of any ethical issues in the workplace. ZS maintains a whistleblower policy that makes clear that employees can raise concerns without fear of retaliation. ZS investigates any concerns raised and takes appropriate action in accordance with applicable laws and ZS policy.

ZS’s corporate responsibility philosophy makes clear that integrity, ethics, and respect underscore our business, procurement, and people practices. The global ZS Cares program empowers employees of ZS and its affiliates around the world to harness their passions and apply their unique knowledge and skills in various endeavors from philanthropy and volunteering to pro bono consulting. ZS actively encourages its employees to think creatively about contributing to their communities and, in turn, the greater good.

This policy reflects ZS’s commitment to acting ethically and with integrity in all our business relationships. This statement is made in accordance with Section 54(1) of the United Kingdom’s Modern Slavery Act of 2015 and constitutes ZS’s slavery and human trafficking statement for the 2020 financial year.