



ZS ASSOCIATES MODERN SLAVERY ACT STATEMENT

ZS Associates (“ZS”) is committed to improving our practices to oppose modern slavery in our business by taking steps, as much as we are able, to ensure that our operations and supply chains are free from slavery, child labor and human trafficking. This statement sets forth the steps we have taken in the 2023 financial year, coinciding with the calendar year, to understand potential modern slavery risks within our business structure and supply chain, as well as the steps taken to eradicate these risks. For more information on our approach to social responsibility, ZS’s ESG report is available on [ZS.com](https://www.zs.com).

ABOUT ZS

ZS is a global management consulting firm organized under the laws of the State of Illinois in the United States. ZS operates several registered branches and affiliates 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.

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, child labor and/or human trafficking. Nonetheless, ZS is fully committed to combating slavery, child labor and human trafficking and expects the same from its employees, contractors, business partners and suppliers, as set forth in ZS’s [Supplier Code of Conduct](#).

DUE DILIGENCE AND RISK ASSESSMENT

ZS does not tolerate slavery, child labor or human trafficking in any form and expects the same standards from its suppliers. ZS requires that its suppliers, vendors, and contractors (collectively referred to as “suppliers”) working with ZS uphold the human rights of their employees and treat them with dignity and respect as understood by the international community. ZS performs an annual assessment on critical vendors and works collaboratively with its enterprise and procurement teams using a contractor management system. Our supplier agreement and policies support the principles contained within the United Nations Universal Declaration of Human Rights, the United Kingdom Modern Slavery Act, and the International Labour Organization’s Labour Standards, among others.

ZS continues to update, strengthen, and expand 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 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, child labor or human trafficking would be grounds for immediate termination of ZS’s relationship with the supplier.



Namely, ZS expects and requires that its suppliers comply with all applicable laws, regulations, industry standards, and ZS policies concerning: freely chosen employment; child labor avoidance; compensation; working hours; non-discrimination; freedom of association; health and safety; harassment and abuse; working conditions; and incident management.

INTERNAL POLICIES

ZS also expects and provides training for its employees and stakeholders 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 using a centralized mailbox tool. 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, and we are committed to continuously improving our efforts to prevent modern slavery. 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 statement is made in accordance with Section 54(1) of the United Kingdom's Modern Slavery Act of 2015 and constitutes ZS's slavery, child labor and human trafficking statement for the 2023 financial and calendar year.