

WEST MONROE HUMAN RIGHTS AND MODERN SLAVERY POLICY

Introduction

West Monroe is committed to upholding the dignity, rights, and value of every individual. Our values guide us in fostering a culture of collaboration, inclusivity, and ethical practices. This Human Rights and Modern Slavery Policy reflects our dedication to ethical business conduct and aligns with international human rights standards, including the International Bill of Human Rights and the United Nations Guiding Principles on Business and Human Rights.

Scope

This policy applies to all West Monroe employees, contractors, and partners. We expect our suppliers to adhere to this policy, as outlined in our Supplier Code of Conduct.

Commitment to Human Rights

West Monroe is dedicated to promoting human rights within our operations and sphere of influence. We strive to avoid causing or contributing to adverse human rights impacts and address such impacts promptly if they occur. Our commitment includes:

- **Child Labor:** We do not employ child labor and comply with all relevant laws. We support legitimate workplace apprenticeships and internships that adhere to applicable laws and regulations.
- **Equality of Treatment:** We are committed to eliminating discrimination in recruitment, training, and working conditions, promoting equality of opportunity and treatment.
- **Freedom of Association:** We respect the rights of our employees to form and join organizations of their choosing, ensuring open communication without fear of retaliation.

Prevention of Modern Slavery

West Monroe has a zero-tolerance approach to modern slavery and human trafficking. We do not use forced, bonded, or involuntary labor, and we ensure that all workers can leave after giving reasonable notice, with all wages owed paid. Our efforts include:

- **Supplier Engagement:** We require our suppliers to comply with the International Labour Organization Principles and to publicly report on their efforts to minimize slavery in their operations and supply chains.
- **Monitoring and Compliance:** We maintain a Supplier Code of Conduct that outlines prohibitions against forced or involuntary labor and requires suppliers to apply similar standards in their supply chains.

Compliance with Laws and Regulations

West Monroe complies with all applicable human rights laws in the countries where we operate. In cases of conflict between national and international standards, we follow applicable national or local laws while striving to respect international human rights principles.

Grievance and Remediation

We encourage reporting of any human rights violations or unethical behavior through our various reporting channels, including an anonymous helpline. We investigate all concerns impartially and take appropriate corrective action to maintain a respectful, inclusive work environment.

Implementation and Review

The policy will be reviewed annually to ensure its relevance and effectiveness, with improvements made as necessary.

Conclusion

West Monroe is committed to ethical practices and the promotion of human rights. We will continue to work diligently to prevent modern slavery and uphold the highest standards of integrity and respect for all individuals.