

Ankura Consulting Group Modern Slavery Statement 2020

Structure

Ankura Consulting (Europe) Limited (“Ankura Europe”), a subsidiary of Ankura Consulting Group, LLC, provides professional services to clients in the United Kingdom and other countries in Europe, the Middle East, Africa and Asia. Ankura Consulting Group, LLC acquired Ankura Europe (formerly, Navigant Consulting (Europe) Limited) in 2018. Ankura Europe was incorporated in 2005 and is based in London, United Kingdom.

This statement is being provided pursuant to section 54(1) of the Modern Slavery Act 2015 (MSA) in respect of Financial Year 2020. This statement sets out the steps Ankura Europe is taking, in accordance with Section 54 of the Modern Slavery Act, to address and prevent modern slavery and human trafficking in our business and supply chains.

We are dedicated to complying fully with the letter and spirit of the laws, rules and ethical principles that govern it. We do not support, tolerate or condone human rights abuse in our business or supply chains.

Summary

Ankura Europe has a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our own business or in any of our supply chains.

Steps in our Core Business to Address Modern Slavery

Our success depends on its continued strict adherence to honest, ethical and legal conduct. Our Corporate Policies outline the principles of honest and ethical conduct that Ankura Europe expects every employee to know and follow. These policies are reviewed annually, and consideration is given as to whether they reflect practice, and all employees are required to adhere to these policies.

Our Corporate Policies address modern slavery and human trafficking, specifically underscoring our company’s zero-tolerance policy, our requirement that all employees are aware of and adhere to this policy and our process for reporting any issue related to this policy.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery and human trafficking throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. Our supplier relationships are based on lawful and fair practices. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our supplier certification we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards. Ankura Europe will not knowingly use any supplier that uses forced, prison or indentured labour.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

All employees are encouraged to report any concerns regarding potential ethics violations and illegal conduct, which includes human rights abuses. A confidential 24-hour hotline and internet-based reporting system is available to support reporting requirements.

Next Steps

In 2021, we will be taking the following steps related to issues of modern slavery and human trafficking:

Our intention is to develop and launch a training module to further educate employees and promote awareness of issues relating to modern slavery and human trafficking.

- We will be conducting a review of supplier contracts to ensure the inclusion of statements supporting efforts to prevent modern slavery and human trafficking and auditing the contract process to verify compliance.
- The updated Supplier Code of Conduct will be provided to our Suppliers and a review of Supplier Certification forms will be conducted to ensure all Suppliers are taking steps to prevent modern slavery and human trafficking.
- We will measure effectiveness through the monitoring of annual training and review of issues reported.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Modern Slavery Statement for the financial year 2020 ending December 31, 2020.

This Statement has been reviewed and approved by Ankura Consulting (Europe) Limited's Board of Directors. The General Counsel has primary and day-to-day responsibility for this policy.

Concerns related to this policy can be raised anonymously via AllVoices (<https://www.allvoices.co/>).

Simon Michaels



Chairman for EMEA and APAC

Dated: December 2020