

Analysys Mason

STATEMENT UNDER SECTION 54 OF THE MODERN SLAVERY ACT 2015

Introduction

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Analysys Mason's slavery and human trafficking statement for the financial year commencing on 1 March 2024 and ending on 28 February 2025.

About the organisation

Analysys Mason is the world's leading management consultancy focused on TMT, a critical enabler of economic, environmental, and social transformation. Analysys Mason has its head office in London, and offices in Bonn, Cambridge, Dubai, Dublin, Hong Kong, Kolkata, Lund, Madrid, Manchester, Milan, New Delhi, New York, Oslo, Paris, Singapore, and Stockholm.

Policies

We operate a number of internal policies to ensure that we conduct business in an ethical and transparent manner. These include (but are not limited to):

- *Modern Slavery Policy* – This policy reflects our commitment to act ethically and with integrity in all our business relationships
- *Recruitment and Selection Policy* – Analysys Mason is committed to best practice in recruitment and selection and will ensure that all recruitment and selection is effective, fair and complies with our equality policy
- *Anti-Bribery and Financial Misconduct* – It is the policy of Analysys Mason to conduct business in an honest manner and to comply with all applicable laws in relation to anti-bribery and financial misconduct activities and all applicable local laws where Analysys Mason operates
- We also comply with a *Code of Conduct* which applies across the company. This requires us, among other things: to only do business with partners who share our ethical principles; to always treat our employees with respect and fairness; to not tolerate any form of harassment or discrimination; and to source all products without unlawful discrimination and in a manner supportive of mutually beneficial, long-term relationships. The Code of Conduct includes whistleblowing procedures.

Risk and compliance

As a global company, Analysys Mason continually evaluates the nature and extent of our exposure to the risk of modern slavery. As part of our initiatives to identify and mitigate the risk of modern slavery occurring:

- All our offices worldwide are required to comply with anti-slavery and human trafficking guidelines
- With regard to national or international supply chains, we expect the entities we deal with to have suitable anti-slavery and human trafficking policies and processes
- We have systems in place to encourage the reporting of concerns and protection of whistleblowers
- We use the following measures to monitor how effective we have been in ensuring that slavery and human trafficking are not taking place in any part of our business:
 - completion of internal audits
 - use of resource management and payroll systems.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we ensure that all employees are made aware of their obligations and are briefed periodically through the year on the importance of enforcing the policy's guiding principles,.

Further actions

As a business, we are committed to maintaining our focus on the risks of modern slavery and will continue to take the necessary steps to review and, where appropriate, further improve our processes to ensure that we mitigate the risks in all our business activities.

A handwritten signature in black ink, appearing to read 'T. Rudkin'.

Thomas Rudkin
Director