



SLALOM RESPONSIBLE SOURCING POLICY

Scope

We require all suppliers who work with or for Slalom to respect and comply with the mandatory requirements within this Responsible Sourcing Policy (the "RSP"). By 2030, we aim to have 100% of Slalom's suppliers sign and agree to this policy,

Commitment

Slalom commits to reduce Scope 3 GHG emissions 55% per full-time employee by 2030 from a 2019 base year. We aim to achieve carbon emission reductions and promote environmental practices across our supply chain. To accomplish this, we need to engage our supply chain and work with suppliers that undertake environmental initiatives. Slalom actively seeks to engage suppliers, including small, minority-owned, women-owned, veteran-owned, disabled-owned and LGBTQ+ owned businesses. We aim to engage with suppliers who uphold high social standards. For our annual top 20 suppliers by spend we aim to integrate social and environmental clauses into supplier contracts by 2026.

Business is conducted lawfully and with integrity

Compliance with Laws

All laws and regulations are complied with in the countries in which the supplier operates. All other applicable international laws and regulations are complied with including those relating to international trade (such as those relating to sanctions, export controls and reporting obligations), data protection and antitrust/competition laws.

Bribery

There is prohibition on all forms of bribery, corruption, extortion or embezzlement and there are adequate procedures in place to prevent bribery in all commercial dealings undertaken by the supplier.

Conflicts of Interest

All and any conflict of interest in any business dealings with Slalom, of which the supplier is aware, will be declared to Slalom to allow Slalom the opportunity to take appropriate action. Any ownership or beneficial interest in a supplier's business by a government official, representative of a political party or a Slalom worker are declared to Slalom prior to any business relationship with Slalom being entered.

Gifts and Hospitality

Any business entertainment or hospitality with Slalom is kept reasonable in nature, entirely for the purpose of maintaining good business relations and not intended to influence Slalom's decisions about how Slalom awards future business. Gift giving should occur sparingly and always be legitimate and aligned with company policies.



Confidential and Competitor Information

All competitor information is obtained and used legitimately and in compliance with all applicable laws and regulations. No attempt is made to divulge Slalom with any information about its competitors. Likewise, Slalom's confidential information must not be shared with any third party unless expressly permitted by Slalom.

Financial Records, Money Laundering and Insider Trading

All business and commercial dealings are transparently performed and accurately recorded in the supplier's books and records. There is no actual or attempted participation in money laundering. No confidential information in the supplier's possession regarding Slalom is used to either engage in or support insider trading.

Safeguarding Information and Property

Slalom's confidential information, know-how and intellectual property is respected and safeguarded. All information provided by Slalom that is not in the public domain is deemed confidential and it is only used for its intended and designated purpose. All and any personal information about individuals, such as Slalom's consumers or employees, is handled with full respect for the protection of their privacy and for all relevant privacy laws and regulations.

Product Quality and Responsible Innovation

Products and services are delivered to meet the specifications and quality and safety criteria specified in the relevant contract documents and are safe for their intended use. Research and development are conducted responsibly and based on good clinical practice and generally accepted scientific, technological and ethical principles.

Reporting Concerns and Non-retaliation

All workers (whether directly employed or not) are provided with means by which to raise their concerns about any of these requirements and processes are in place to ensure that workers who raise concerns and speak up in good faith are protected from retaliation.

Work is conducted based on freely agreed and documented terms of employment

All workers, both permanent and casual, are provided with employment documents that are freely agreed, and which respect their legal and contractual rights.

All workers are treated equally and with respect and dignity

All workers are treated with respect and dignity. No worker is subject to any physical, sexual, psychological or verbal harassment, abuse or other form of intimidation. There is no discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement. Discrimination based on race, ethnicity, age, role, gender, gender identity, color, religion, country of origin, sexual orientation, marital status, pregnancy, dependents, disability, social class, union membership or political views is prevented. Attention is paid to the rights of workers most vulnerable to discrimination.

Work is conducted on a voluntary basis



Under no circumstances will a supplier use forced labor, whether in the form of compulsory or trafficked labor, indentured labor, bonded labor or other forms. Mental and physical coercion, slavery and human trafficking are prohibited.

All workers are of an appropriate age

Under no circumstances will a supplier employ individuals under the age of 15 or under the local legal minimum age for work or mandatory schooling, whichever is higher. When young workers are employed, they must not do work that is mentally, physically, socially or morally dangerous or harmful or interferes with their schooling by depriving them of the opportunity to attend school.

All workers are paid fair wages

All workers are provided with a total compensation package that includes wages and employer operations. overtime pay, benefits and paid leave which meets or exceeds the legal minimum standards or appropriate prevailing industry standards, whichever is higher, and compensation terms established by legally binding collective bargaining agreements are implemented and adhered to.

Working hours for all workers are reasonable

Workers are not required to work more than the regular and overtime hours allowed by the law of the country where the workers are employed. All overtime work by workers is on a voluntary basis.

All workers are free to exercise their right to form and/or join trade unions or to refrain from doing so and to bargain collectively

The rights of workers to freedom of association and collective bargaining are recognized and respected. Workers are not intimidated or harassed in the exercise of their right to join or refrain from joining any organization.

All workers' health and safety are protected at work

A healthy and safe workplace is provided to prevent accidents and injuries arising out of, linked with, or occurring in the course of work or because of the All workers are provided with a total compensation package that includes wages, employer's operations.

All workers have access to fair procedures and remedies

All workers are provided with transparent, fair and confidential procedures that result in swift, unbiased and fair resolution of difficulties which may arise as part of their working relationship.

Land rights of communities, including indigenous peoples, will be protected and promoted

The rights and title to property and land of the individual, indigenous people and local communities are respected. All negotiations about their property or land, including the use



of and transfers of it, adhere to the principles of free, prior and informed consent, contract transparency and disclosure.

Business is conducted in a manner which embraces sustainability and reduces environmental impact

Operations, sourcing, manufacture, distribution of products and the supply of services are conducted with the aim of protecting and preserving the environment.

Governance and Monitoring

Slalom Procurement Teams will be responsible for maintaining these guidelines in partnership with Slalom's Sustainability + Impact Team. Collectively, these Teams will ensure that our standards align to global procurement standards and Slalom's sustainability commitments. These Teams have responsibility for setting goals and targets, as well as tracking information annually and reporting to identify senior leadership and executive committees. The standards will be reviewed annually, and changes will be communicated to all relevant stakeholders.

Reporting on breaches

Any failure to comply with this RSP (including any failure by a worker of Slalom or anyone acting on behalf of Slalom) of which the supplier is aware should be reported to Slalom as soon as possible. Failure to do so will be a breach of this RSP.

We strongly support a culture of speaking up for both suppliers and their workers without fear of retaliation against those who report actual or suspected breaches. Suppliers, their employees, workers or contractors may report actual or suspected breaches of this RSP to Slalom by phone or online. Reports can be submitted confidentially and anonymously (where permitted by law).

Any ethics concerns can be addressed via Slalom's Ethics Helpline. Slalom strictly prohibits all forms of unlawful retaliation, including any form of discipline, reprisal, intimidation, or other form of retaliation for participating in any activity protected by law.

The Slalom Ethics Helpline is available 24 hours a day, 7 days a week online at [Slalom Ethics Helpline](#). The Ethics Helpline is for reporting all potential breaches of Slalom policies, including Human Rights and Labor violations. Reporters may remain anonymous. All team members, suppliers, vendors, alliance partners, clients, and community stakeholders have Slalom's promise that their comments will be heard.

If remediation is required, the supplier will devise and inform Slalom of their corrective action and implementation plans and timeline to effectively and promptly resolve the breach.