

# General Human Rights Statement

2024

**EgonZehnder**

# Introduction – Our human rights commitment

Egon Zehnder, guided by its strong values and rooted in human interactions, is committed to respecting the rights of individuals under the [Universal Declaration of Human Rights](#) as set out by the United Nations.

We do this because we believe upholding human rights is fundamental to our purpose of Leadership for a Better World. This commitment is reflected across our policies which affect employees (which term shall also deem to include contractors), clients, candidates, suppliers, and society at large.

As a truly global partnership, Egon Zehnder deeply values each of our colleagues who collectively bring true diversity in many forms including gender identity, ethnicity, cognitive and physical ability, sexual orientation, socio-economic background, and career experience. We respect and care for one another, continually striving to create a workplace where individuals feel they belong.

## Embedding respect and human rights due diligence

We operationalize our human rights commitment through Egon Zehnder's Code of Conduct, our Ethical Procurement Policy and the Modern Slavery Act, the principles of which we apply globally. More broadly, our ambition is to expand training modules that seek to drive heightened awareness and capability regarding human rights and inclusivity within our organisation. As overseen by Egon Zehnder's Global Head of Human Resources, and upheld by the respective Office Leaders, we ensure our people work in a respectful, safe, and ethical work environment. We comply with local laws concerning employment and individuals' rights in every country in which we operate. Our commitment to championing human rights is reflected through our participation in the UN Global Compact. As such, we uphold the fundamental conventions of the ILO and have made public our commitment to doing business in an ethical and socially responsible manner.

Our responsibility to respect human rights extends beyond our organization. Through our services, we aim to ensure that Egon Zehnder enables the clients and candidates we engage with to reach their full potential, regardless of any personal attributes. It also extends into our supply chain, where we maintain an active view of the human rights performance of our suppliers through a questionnaire and regular assessments where we deem appropriate. Egon Zehnder does not tolerate human rights violations in any form. In case of such violation, based on our Ethical Procurement Policy, we reserve the right to terminate the supplier relationship.

These steps of embedding policy commitments into the firm, and reinforcing vis-à-vis our suppliers, ensures that Egon Zehnder takes a proactive approach to respecting human rights.

## Grievance mechanisms

Any human rights concerns arising within our firm can be raised via the whistle-blower hotline, as guaranteed in our Code of Conduct. This provides Egon Zehnder employees and suppliers with a confidential and independent mechanism to report concerns without fear of retaliation. We are committed to ensuring that all reports are appropriately heard, investigated, and remediated. Any concerns shared with the service provider will be securely reported to the designated personas at Egon Zehnder for further evaluation and investigation, as outlined in the respective section of our Code of Conduct.

Ultimate responsibility for this statement sits with our Board, which brings together Egon Zehnder's leadership functions, services, and geographies. The General Human Rights Statement is regularly updated, and performance monitored regarding our commitment to acknowledge and uphold human rights.

<b>Review &amp; Sign-off process – December 2023</b>		
<b>Updates completed by</b>	Impact Team	Completed – 05 December 2023
<b>Review by</b>	Legal Team	
<b>Re-authorisation</b>	Exco	To be approved at ExCo meeting on 11 December 2023
<b>For Information</b>	Board	
<b>Description</b>	Stand-alone policy document	
<b>Updates made</b>	<ul style="list-style-type: none"><li>• Date changed to new FY</li><li>• Updated to reflect UN Global Compact Membership</li></ul>	