



MODERN SLAVERY ACT TRANSPARENCY STATEMENT

Endpoint Consulting conducts our business in accordance with our five core values: Integrity, Innovation, Achievement, Diversity and Empathy. EPC's updated Code of Conduct outlines our commitment to treating all individuals with the rights and dignity to which they are entitled. EPC is committed to continuous improvement, and we are dedicated to understanding more about modern slavery, and to improving our practices to ensure that modern slavery and human trafficking are not present in our operations or our supply chains.

APPROACH

EPC is proud of its history and culture and its commitment to strive to do things better and more efficiently. At EPC our long-held values are Integrity, Innovation, Achievement, Diversity and Empathy. These values form the basis for how we work and guide the way we interact with our employees customers, partners, and suppliers, and between colleagues.

Our purpose is to create long-term sustainable value and through technology, transform and improve entire industries as well as individual lives. EPC has placed diversity at the core of its values since its inception in 2006, and we believe that our industry has a critical role to play in the diversity movement.

In 2022, EPC took steps to strengthen our approach to sustainability and set our ambition in this area. We conducted a materiality assessment to help to identify priority areas and understand the level of understanding of our stakeholders, including colleagues, around how these topics apply to our business. The materiality assessment involved internal and external stakeholders to rank sustainability topics, with external support. The result identified human rights, including anti-slavery, as a top material issue for EPC, which will input to strategy development and resource allocation.

OUR POLICIES IN RELATION TO MODERN SLAVERY

Our Code of Conduct and supporting policies in procurement and human resources (HR) support us in mitigating against modern slavery taking place in our business.

EPC prides itself on being a responsible and compassionate employer. We are committed to the principles that labor must be freely chosen and that workers should be able to leave employment without impediment (beyond reasonable notice requirements).

To ensure that we recruit and treat employees fairly, aiming to eliminate modern slavery at all costs, our HR policies and guidelines set out our procedures on how we:

- Recruit and select employees in a fair, lawful and professional manner, both for internal and external candidates.
- Treat all employees fairly during their employment and, if there is an occasion when an employee does not feel that they have been treated fairly, there are procedures in place to raise a grievance.
- Maintain avenues for our employees to report any concerns they may have about slavery and human trafficking as well as other HR matters or code of conduct violations; and.
- Manage the exit of an employee from the business in a fair and consistent manner.

We ensure that all employees have access to these policies.

TRAINING AND COMMUNICATION

To make employees aware of the Act and the drivers of modern slavery, we share this statement with all employees through our internal communication channels and a copy of this statement is available on the EPC website.

In March 2022, all EPC staff were invited to attend a structured, interactive online training course about Modern Slavery and Human Trafficking to raise awareness for the role they play in mitigating the risk of modern slavery in our operations and ensuring we work with suppliers who uphold the same ethical principles as us. This training was made mandatory for all employees within our HR and Procurement teams, with follow up in place to ensure completion and a positive passing rate, which is recorded in our online training tool.

The Modern Slavery and Human Trafficking course is also embedded in onboarding for all employees globally. This ensures all new employees, regardless of their position or department, are aware of their responsibilities. EPC aims to refresh and update this training to all staff periodically.

Throughout 2022, Modern Slavery and Human Trafficking training will be incorporated as a module in global, mandatory training for all EPC employees. This training will be developed to include EPC - specific actions and links to relevant policies.