

# SpencerStuart

## **Labor and Human Rights**

At Spencer Stuart, we know how much leadership matters. With over six decades of experience, the core of the business lies in our deep understanding that good leadership is essential for success. Our endeavor is to help organizations make decisions at senior-level leadership that have long lasting impacts on their enterprises. Through our executive search, board and leadership advisory services, we contribute to building high-performing teams ranging from major multinationals to emerging companies to nonprofit institutions. We focus on delivering knowledge, insight, and results through the collaborative efforts of a team of experts — now spanning more than 60 offices, over 30 countries and more than 50 practice specialties.

Spencer Stuart is committed to promoting and protecting the labor and human rights of our employees. At our firm, we believe our key differentiator is our people. It is our varied professional and personal backgrounds that allows us to truly fulfill our purpose – to develop and discover leadership for a better future. Our Labor and Human Rights statement is our commitment to all our employees. It sets out our ambition to provide a safe, inclusive, and supportive environment for our people to succeed and be their best selves.

This document applies to all Spencer Stuart employees, including full-time, part-time, and contractual staff.

### **Our Commitment**

Spencer Stuart is committed to upholding the labor and human rights of all our employees and contractual staff. Specifically, we are committed to fostering a work environment that is safe, inclusive, and supportive, as well as entirely free from child and forced labor. Additionally, we are constantly seeking ongoing improvements through open communication. For additional details on our labor and human rights practices, please refer to the Red Book.

### **Health & Wellbeing of all Employees**

Spencer Stuart focuses on the health and safety of all our colleagues and external staff visiting our premises. As an advisory firm, workplace health and safety hazards include fire and electrical hazards, trips and falls, ergonomic injuries, and air pollution from poor ventilation. To maintain the health and wellbeing of our people, Spencer Stuart not only abides by statutory laws surrounding this issue, but has also taken measures to identify, mitigate and address health and safety risks within our firm's operations. Thus far, we have:

- Conducted health and safety risk assessments to identify potential risk factors for our employees in applicable offices
- Crafted safety procedures to abide by in cases of incidents in applicable offices
- In certain locations, appointed a health and safety ambassador to enforce safety procedures and conduct risk assessments

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- In certain locations, appointed division health and safety ambassadors to arrange contracts for general office equipment, supervise checks and maintenance, record keep, and coordinate necessary training for fire wardens and first aiders

## **Working Environment**

As part of our commitment and responsibility to our workforce, Spencer Stuart aims to provide a mentally and physically safe working environment for all colleagues. Good working conditions help our employees bring their best selves to work and better allow us to work on the development and retention of our people. At Spencer Stuart, we strive to provide a work environment that is fair, mindful and consistent. To do so, we have in place the following measures:

- Compliance with all applicable minimum wage requirements and laws in all our offices
- Structured bonuses commensurate with the firm's annual performance
- Compliance with all applicable regional and international regulations and norms on labor and human rights
- Implemented two-way communication systems, such as market meetings, to better hear and address employee voices
- Implemented an anonymous whistleblower hotline (AlertLine)
- Implemented annual engagement surveys to collate feedback for continuous improvement

## **Employee Learning and Development**

In line with our belief that our key differentiator is our people, we invest fully in the training and development of our own people and in the technology that we use, and we are dedicated to relentlessly pursuing top quality work. All employees are trained in specific methodologies and best practices through an intensive onboarding program and ongoing training. In addition to formal training courses, employees are provided with expanded on demand learning resources and local coaching. Once onboard, the firm monitors performance using specific performance measurement criteria.

Spencer Stuart seeks to create an environment that promotes development within our organization and that empowers our employees to continuously build their skillsets. We believe that fostering a strong development culture not only motivates people to be their best selves but also increases the adaptability of our firm in a dynamic and ever-changing business environment. To promote the learning and development of our people, we have implemented the following measures:

- Conducted annual performance reviews to evaluate and provide feedback on employee performance
- Promoted career mobility through various official measures
- Provided employees the tools and capabilities to succeed and established processes to help employees move to the next career step
- Provided skills development training

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## **Child Labor, Modern Slavery and Human Trafficking**

Spencer Stuart is committed to ensuring that no acts of child labor, modern slavery or human trafficking are conducted in our organization and supply chain. Alongside our clients and supply chain partners, we stand committed to a zero-tolerance policy to the use of such labor. In addition to complying with all relevant local, regional, and international laws and regulations, we also encourage all our employees to report any violations of our zero-tolerance policy.

## **Valuing Every Employee**

At Spencer Stuart, we are resolute in our commitment to fostering an environment where every individual is valued and differences are celebrated. The range of perspectives and experiences, both professionally and personally, is one of our greatest assets. United by our purpose – to develop and discover leadership for a better future - and core values, we are committed to creating a culture globally that celebrates our people and that allows all colleagues opportunities to be heard and respected. When we are at our best, we can better help our clients advance their talent and leadership agendas, so that individuals become their best selves as leaders; teams and organizations deliver sustainable growth and innovation that benefit all partners; and communities they serve thrive. With these principles in mind, no individual should be discriminated against on the basis of their background, including but not limited to gender, religion, color, ability and age. In advancing diversity, equity, and inclusion in thought and action, we have implemented the following measures, just to name a few:

- Implemented an Inclusion Index within our annual firmwide engagement survey that measures team members' experiences of belonging
- Conducted learning sessions on topics, such as Interrupting Unconscious Bias, Inclusive Leadership Behaviors, and Diversity, Equity, and Inclusion Discussions with Clients and Candidates
- Continued evolution of our Employee Resource Groups (ERGs) that support and empower team members around the world
- Appointed Diversity, Equity, and Inclusion Ambassadors across the globe to share local initiatives and best practices, and help cascade any firmwide / regional initiatives
- Partner with a variety of organizations around the globe to support our brand, candidate engagement, and employee value proposition and foster more inclusive workplaces
- Publish thought leadership as it relates to the impact of inclusion and how it drives progress
- Awarded Level 1 Disability Confident Committed status in the UK
- Align our diversity, equity, and inclusion initiatives to our supply base, reaching 10% of our annual spend with previously untapped suppliers