

BCG UK Modern Slavery Statement



Executive summary

The Boston Consulting Group UK LLP, The Boston Consulting Group Limited, and BCG UK1 Ltd (collectively "BCG UK") are committed to identifying and addressing modern slavery risks in our business and our supply chain. This statement describes the actions undertaken by BCG during the financial year from January 2025 to December 2025, in relation to our responsibilities under Section 54, Part 6 of the UK Modern Slavery Act 2015 ("MSA"), to address and ensure that slavery and human trafficking does not occur in any part of our business or our supply chains.

For the purposes of this statement, "BCG UK" refers collectively to The Boston Consulting Group UK LLP, The Boston Consulting Group Limited, and BCG UK1 Ltd. Where relevant, references to "BCG" refer more broadly to the global Boston Consulting Group organisation, BCG Inc. In addition to publishing this statement annually on our company website (since 2017), we are also submitting it to report on the UK government's modern slavery statement registry (from 2021 onwards).

BCG's commitment to human rights extends beyond compliance. At BCG, we strive to have a positive impact on society and lead with integrity. Highlights of this include:

- Formalised BCG's [Global Human Rights Statement](#), consolidating and clarifying our human rights commitments across jurisdictions and in alignment with internationally recognised standards.
- Established [BCG's Charter for Humanitarian Work](#), developed with input from long-standing NGO partners, codifying where and how BCG operates in humanitarian contexts.
- Monitored 100% of active suppliers for sanctions and adverse media, enabling timely identification of potential compliance and reputational risks.
- Maintained an EcoVadis Platinum rating – reflecting performance across sustainability and responsible procurement criteria.
- Expanded our risk and sustainability capabilities supporting procurement and supplier due diligence.



1. About Boston Consulting Group (BCG)

Our structure and operations

Since its founding in 1963, BCG has been a pioneer in business strategy. Today, we work closely with clients to help them grow, build sustainable competitive advantage, and deliver positive societal impact. Maintaining a strong culture anchored in clear, frequently communicated values is at the heart of what makes BCG a market leader. We are committed to the highest standards of ethics, business conduct, and company principles, and we expect every employee to uphold these standards. BCG has operated in the UK since 1969.

Our supply chain

Beyond our own structure and operations, at BCG, we recognise that being a responsible business also means upholding the highest ethical standards when it comes to our supply chain. We embed responsible and ethical practices across our global supplier network and maintain a zero-tolerance approach to any form of human rights abuse. We expect our suppliers to share this commitment and to uphold equal opportunity, and we will not knowingly do business with any partner or supplier that violates our policies or standards.

Our risk-based approach includes pre-engagement screening and ongoing monitoring of third parties for adverse media, sanctions, bribery and corruption risks, financial risks, and provides visibility into potential compliance and reputational risks. While professional services firms such as BCG are generally considered to have a lower inherent risk of modern slavery, our supply chain spans multiple sectors, including labour-intensive services, which may present varying levels of modern slavery risk.



2. Our policies in relation to modern slavery and human rights

BCG recognizes human rights as universal standards that protect the dignity, freedoms, and fundamental rights of individuals. Guided by BCG's values and purpose, we are committed to upholding and advancing human rights by ensuring our operations and supply chains remain free from modern slavery. As a leader in management consulting and with global clients and employees, we recognise our responsibility in fostering a culture of respect, dignity, equality and fairness across the industries and communities which we serve.

The [BCG Code of Conduct](#) and the [BCG Supplier Code of Conduct](#) ("SCOC") set out our expectations for responsible business practices and guide how we operate across our organisation and supply chain.

Our SCOC outlines the minimum requirements expected of suppliers and forms the foundation of our systematic approach to cultivating a more sustainable and responsible supply chain. To that end, BCG includes our SCOC in all our standard contract templates. The SCOC establishes minimum requirements across four broad categories:

- Business practices and ethics
- Labour practices and human rights
- Environmental regulations and protection
- Protection of assets, intellectual property, and data

The SCOC also delineates the process for suppliers to use in reporting on their compliance, as well as the range of potential BCG responses to suppliers' failure to meet SCOC requirements.

In 2025, BCG also formalised our Global Human Rights Statement, which consolidates human rights commitments across operations, client work, and supply chain. The Global Human Rights Statement reinforces our commitment to preventing child labour, forced labour, human trafficking, and modern slavery. In higher-risk or humanitarian contexts, our approach is guided by BCG's Charter for Humanitarian Response Work. Where BCG undertakes humanitarian or crisis-response work, we follow the principles set out in the Charter to support affected communities and avoid causing or contributing to harm.

We strongly encourage BCG colleagues and any of our stakeholders to report behaviours or activities that they believe to be unethical or unlawful through our multiple channels of reporting. Unethical and unlawful behaviour includes breaches of our Code of Conduct, violations of the law and concerns relating to human rights, including modern slavery. Our [Speak Up](#) line allows anyone, anywhere in

the world, to confidentially report issues to BCG. Once raised, each concern is handled with sensitivity and in confidence, subject to any applicable overriding legal or regulatory requirements.

In addition to the above, the Ombudschannel is available for individuals at BCG to report concerns about ethical behaviour or issues counter to our values. We organise workplace behaviour training to make sure BCG works in line with our company values, which include Integrity, Respect for the Individual and Diversity. For our employees, we also provide equitable base pay and award bonuses based on performance, which we monitor worldwide.



3. Due Diligence Processes

Own operations

BCG leads with integrity, and all employees share responsibility for upholding ethical standards and respecting human rights in their day-to-day work. We recognise that policies, codes of conduct, and robust internal processes are critical tools to embed a culture of responsible business practice and support the identification and management of human rights risks, including modern slavery, across our operations.

Our Code of Conduct sets expectations for the behaviour of all employees and reinforces our commitment to ethical decision-making, respect for the individual, and zero tolerance for child labour, forced labour, human trafficking, and modern slavery. BCG employees are required to refresh their familiarity with the BCG Code of Conduct and annually must confirm they understand and are compliant with its content.

Through our policies, processes and governance frameworks, we uphold individual human rights without compromise, supporting and aligning with the ten principles of the [United Nations Global Compact \(UNGC\)](#). We are committed to incorporating the UNGC goals into the strategy, culture, and day-to-day operations of the firm. We respect and value the diversity reflected in our various backgrounds, ideas, and experiences and provide fair wages for those who work on our behalf.

Supply chain

In 2025, BCG continued to deliver its supplier risk management program through screening, risk assessment, monitoring and continuous improvement, supported by strengthened governance and expanded internal capabilities, including dedicated supplier risk management resources and enhanced tools to support risk-based due diligence.

These activities collectively form part of our risk approach to sanctions exposure, bribery and corruption risks, financial risks, and adverse media, with a particular focus on suppliers operating in higher-risk categories or geographies, such as those involving labour-intensive services or regions with elevated human rights risks. This approach supports earlier detection of elevated risks, including those relating to human rights and modern slavery.

Additional due diligence is conducted on suppliers requiring a deeper review. Where needed, we may request a more rigorous assessment, which can include human rights topics such as modern slavery. Where further actions are warranted with respect to unacceptable risk levels, we will engage with our suppliers to implement corrective measures.

If we become aware of actual or potential human rights issues within our supply chain, we act without undue delay to assess the situation and engage with suppliers to implement appropriate corrective measures, proportionate to the nature and severity of the risk.

Our supplier contract templates require compliance with modern slavery laws and mandate that suppliers notify BCG of actual or suspected instances of modern slavery in their supply chains. These templates also require our suppliers to maintain sufficient records so that BCG can verify supply sources where necessary. BCG reserves the right to terminate a supplier relationship based on serious or unresolved violations, including those relating to human rights and the environment.



4. Risk assessment and management

To support a more consistent and risk-based application of due diligence, BCG uses technology-enabled risk assessments to help identify areas of elevated environmental and human rights risk across the supply chain. These assessments enable prioritisation of higher-risk suppliers and more targeted due diligence, based primarily on factors such as service category and supplier location, and are complemented by input from local teams and supplier relationship owners.

BCG expanded its dedicated supplier risk management capabilities during the year, strengthening internal capacity to apply risk-based due diligence and support continuous improvement in how supplier risks are identified, assessed, and managed over time.

Throughout the reporting period from January 2025 to December 2025, BCG has focused its due diligence efforts on a range of categories. We have determined that the categories below present a higher risk to the business and the communities in which it operates:

- Facilities Management
- Office Maintenance
- Catering Services
- Ground Transportation

BCG continues to refine and scale our risk-based approach, which means constantly reviewing our data, working with our partners, and leveraging peer-to-peer conversations with other professional services organisations. In 2025, we hired more specialist personnel to support due diligence efforts and engaged more suppliers to complete sustainability and human rights assessments, expanding the scope of our supplier due diligence activities. Suppliers were prompted to provide detailed information about their labour practices, recruitment procedures, and adherence to international standards.



5. Effectiveness of the steps being taken (KPIs and measurement)

BCG continually assesses the effectiveness of its approach to managing modern slavery and human rights risks through a combination of governance oversight, supplier risk management processes, and defined performance indicators. These measures support ongoing monitoring and continuous improvement across our operations and supply chain. Key indicators to assess effectiveness include:

- 100% of active suppliers are monitored for sanctions and adverse media, enabling timely identification of potential risks
- 100% of active full-time employees completed the annual Code of Conduct acknowledgement in 2025
- 100% of standard contract templates reference BCG's Supplier Code of Conduct

- Review any modern slavery cases reported through our grievance and reporting mechanisms (none reported in 2025)
- Expanded supplier coverage within our supplier risk management platform across a broader proportion of the supplier base, strengthening identification of environmental and social issues, including human rights.
- Conducted periodic reviews of our policies, Code of Conduct and Supplier Code of Conduct to ensure they remain up to date and adequately address Modern Slavery risks



6. Training on modern slavery and trafficking

BCG provides training to relevant employees to support awareness and understanding of modern slavery and broader human rights risks, particularly for those involved in procurement, supplier management, and risk-related functions.

Training is supported by broader firm-wide programmes, including annual Code of Conduct training and acknowledgement processes, which reinforce expectations relating to ethical conduct, human rights, and responsible business practices.

In 2025, we delivered sustainability-focused training to global procurement teams, enhancing capability to identify and manage environmental and social risks, including human rights and modern slavery, in supplier relationships.

BCG engaged colleagues globally on supplier risk issues and due diligence efforts, with a focus on environmental and social risks, including human rights. These engagements enhance understanding of relevant regulatory requirements, including the UK Modern Slavery Act. We also engaged with suppliers to raise awareness of environmental and social risks through the supplier assessments and related due diligence processes.

BCG will continue to enhance training content and delivery to ensure employees are equipped to identify, assess, and respond to modern slavery risks in line with evolving regulatory requirements and internal standards.



Our commitment

Recognising the evolving and complex nature of modern slavery, we will continue to strengthen our capabilities, governance, and training to support a risk-based approach to identifying, assessing, and managing modern slavery and broader human rights risks across our operations and supply chain. As a participant in the United Nations Global Compact (UNGC), BCG supports the [Ten Principles on human rights, labour, environment, and anti-corruption](#), and respects the [UN Guiding Principles on Business and Human Rights](#). BCG is committed to incorporating the UNGC goals into the strategy, culture, and day-to-day operations of the firm. We provide fair wages for those who work on our behalf, we have no tolerance for the use of child or forced labour, and we will not knowingly do business with partners or suppliers that violate our policies and standards. We are also proud to confirm that BCG UK is accredited as a Living Wage Employer.

We will continue to strengthen our supplier risk management approach by expanding the use of technology-enabled risk assessments, enhancing supplier monitoring, and applying risk-based due diligence to identify and prioritise suppliers presenting elevated human rights risks, including

modern slavery. We will also continue to engage with suppliers to address identified risks and implement corrective actions where appropriate. BCG reserves the right to terminate a supplier relationship based on serious or unresolved violations, including those relating to modern slavery.

By continuing to build awareness and capability across our organisation and supply chain with modern slavery knowledge and resources, BCG reaffirms its commitment to upholding human rights, promoting dignity, and combatting exploitation in all its forms.

Finally, we will continuously review and enhance our approach in line with evolving regulatory requirements and UK government guidance to reduce and mitigate modern slavery risks in our business and supply chain.

Approval and Signature

This statement was approved on behalf of the members of The Boston Consulting Group UK LLP on 28/05/2026

This statement was approved by the board of The Boston Consulting Group UK Limited on 28/05/2026

This statement was approved by the board of BCG UK1 Limited on 28/05/2026

A handwritten signature in black ink that reads "Mark Ben Holden". The signature is written in a cursive style with a long, sweeping underline.

Mark Ben Holden
Company Director of The Boston Consulting Group Limited
Designated member The Boston Consulting Group UK LLP
Company Director of BCG UK1 Limited