This statement has been published in accordance with the Modern Slavery Act 2015 and is made by Gartner U.K. Limited ("Gartner").

Gartner - Modern Slavery Statement

Gartner has a zero-tolerance approach to modern slavery and human trafficking, and we are fully committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

This Modern Slavery Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to help ensure that slavery and human trafficking are not taking place anywhere in our business. Gartner fully recognises that we have a responsibility to be aware of the risks in our business, no matter how remote the possibility, and in our wider supply chain.

About Gartner

Gartner, Inc. (NYSE: IT), together with its global subsidiaries is the world's leading research and advisory company. Gartner delivers actionable, objective insight that drives smarter decisions and stronger performance on an organization's mission-critical priorities.

We are a trusted advisor and an objective resource for more than 15,000 client enterprises in approximately 90 countries and territories — across all major functions, in every industry and enterprise size.

Gartner UK Supplier and Supply Chain adherence to our values

Gartner partners with a variety of small to medium size suppliers for most of our local requirements, and with multi-national suppliers for items such as technology, infrastructure and real estate. In addition, Gartner's Supplier Diversity program ensures an opportunity to include suppliers from traditionally underrepresented communities to be part of our greater supply chain.

Gartner has never been made aware of any activities involving either us or our supply chain that would give concern in relation to slavery or human trafficking. If any such incident was highlighted to Gartner, we would promptly take action in accordance with our legal and moral obligations.

Gartner due diligence processes for slavery and human trafficking

We consider the risk of modern slavery, servitude or human trafficking existing within our business or supply chains to be relatively low. Our suppliers are required to agree to comply with our Supplier Code of Conduct (which strictly forbids all forms of slave labour) under our standard term contracts.

Gartner conducts sanctions screening on suppliers and additional due diligence as appropriate to ensure that suppliers meet Gartner's standards and do business only where the law and government regulations permit it. Gartner will not work with suppliers that do not meet these standards and has corrective action plans to address noncompliance. We also do sanctions screenings on other third parties, including clients.

Gartner offers all internal and external stakeholders a method to report possible misconduct or concerns, including human rights issues. Associates can raise their

concerns to their manager, HR partner, to the Legal & Compliance team or through our third-party Gartner Ethics Helpline.

Gartner Global Policies

Gartner has a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. **Recruitment policies.** Gartner maintains robust recruitment policies, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. We use our internal recruiters to source labour and, on the rare occasion when we use an external agency, we always verify the practices of any new agency before accepting workers from that agency.

2. **Gartner helpline.** Gartner maintains a global helpline which is administered by an independent third party 24 hours a day, 7 days a week. All concerns regarding inappropriate behavior, policy violations or violations of the law may be raised anonymously, in many languages, on this helpline.

3. **Global Code of Conduct.** Gartner has a global Code of Conduct. This Code explains the manner in which Gartner behaves as an organisation and how we expect our employees to act.

4. **Global Human Rights Policy.** This policy underlines Gartner's commitment to human rights in the workplace. This commitment includes respecting the dignity and worth of all employees, encouraging all employees to reach their full potential and providing equal opportunities to all employees. The policy also sets out our commitment to respect international human rights principles outlined in the United Nations Global Compact and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

5. **Supplier Code of Conduct.** Gartner endeavours to choose reputable suppliers which conduct their business in an ethical and honest manner, and in compliance with all applicable laws and regulations. As noted above, Gartner requires that suppliers (including the supplier's employees, representatives and subcontractors) comply with our Supplier Code of Conduct. The Code requires suppliers to commit to conducting business in an ethical and honest manner and in compliance with all applicable laws and regulations, while furthering values of diversity, inclusion, respect and integrity. The Code strictly forbids all forms of slave labour.

Corporate Responsibility

In addition to relevant policies such as those listed above, each year we publish our Corporate Responsibility Report. The report underlines Gartner's commitment to uphold the highest ethical standards throughout all our global operations. It measures our performance against key environmental, social and governance (**"ESG"**) metrics referencing leading reporting frameworks. These metrics include our commitment to both human rights and responsible sourcing. We have established a Corporate Responsibility Executive Council to oversee all corporate responsibility programs, monitor the environmental impact of Gartner operations and provide guidance to the Operating Committee (our executive leadership team)

on ESG issues. Our commitment to continuous improvement in our approach to corporate responsibility remains steadfast.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Gartner's slavery and human trafficking statement for the financial year ending December 31, 2023. It is reviewed and updated annually.



Craig W. Safian
On behalf of Gartner U.K. Limited
as Director