

Modern Slavery and Human Trafficking Policy

Eames Group comprises three non-competing specialist businesses: Eames Consulting, Eames Partnership, and ECMS. Together, we operate as a unified organisation committed to the highest standards of ethics, integrity, and professional conduct.

Eames Consulting is an international contingent recruitment business specialising at the mid-to-senior level across the insurance, financial services, and technology markets. We provide contract, interim and permanent recruitment solutions across our global network.

Eames Partnership is a global executive search and talent advisory firm serving the financial services and insurance sector. Our work extends beyond traditional executive search, encompassing leadership assessments, deep market intelligence and strategic insight. We are focused on delivering high-quality execution underpinned by rigour, transparency and trusted advisory relationships.

ECMS is a consultancy providing specialist, high-impact and agile services across Project & Programme Delivery, Project Augmentation and Partner Solutions. From early-stage strategy through design, delivery, recovery and transfer, ECMS delivers complex change and transformation initiatives with deep domain expertise.

Across all three businesses, Eames Group is committed to operating responsibly, transparently and in full compliance with relevant legislation. As part of this commitment, we maintain a zero-tolerance approach to modern slavery, forced labour, and human trafficking. We recognise our responsibility under the Modern Slavery Act 2015 to ensure that slavery and human trafficking are not present in our business operations or supply chain, and we take proactive steps to prevent, identify and address any risk of exploitation.

Modern slavery is a serious violation of fundamental human rights and includes the exploitation of individuals through coercion, forced labour, servitude, and trafficking. At Eames Group, we are committed to preventing such practices not only within our own operations but also throughout our supply chain and the recruitment services we provide.

We take active steps to ensure that all individuals we employ, place, or engage with have the legal right to work and are not subject to exploitation. We do not employ or engage with anyone considered a child worker under applicable law. Furthermore, we only work with clients, suppliers, and partners who share our values and demonstrate a clear commitment to legal and ethical standards. Our suppliers are expected to operate responsibly, comply with all relevant legislation, and must not engage in, support, or permit any form of slavery, servitude, forced or compulsory labour, or human trafficking.

To support this, we have established a compliance programme designed to assess and manage modern slavery risks. This includes conducting supplier reviews, risk assessments, and due diligence procedures, alongside obtaining self-certification declarations that confirm adherence to anti-slavery legislation. We also ensure that those within our supply chain pay at least the minimum wage applicable within their jurisdiction and operate with fair and lawful employment practices.

Responsibility for ensuring this policy is upheld lies with the Eames Group Board of Directors. Our operations team, with support from HR and compliance functions, is responsible for the day-to-day implementation of these measures and for monitoring risks across our business and supply chain. We regularly review our approach to ensure it remains effective and appropriate to the evolving risk landscape.

All Eames Group employees are trained to understand the signs of modern slavery and their responsibility in reporting any concerns. This training is provided as part of the onboarding process and is reiterated through regular internal communications and the employee manual. Anyone working for us or on our behalf who suspects a breach of this policy is required to report it immediately to the Head of HR. Such reports will be treated with confidentiality and handled in accordance with our whistleblowing procedures. Any employee found to be in breach of this policy may be subject to disciplinary action, including dismissal. We also reserve the right to terminate relationships with any suppliers or business partners who fail to meet our expectations in this regard.

Eames Group remains committed to strengthening its efforts to prevent modern slavery and human trafficking. We will continue to monitor, review, and refine our policies and practices to ensure we are promoting a responsible, ethical, and inclusive business environment.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Eames Consulting's slavery and human trafficking statement for the financial year ending 31 December 2025. It was approved by the CEO in January 2026.