

Deloitte UK Modern Slavery and Human Trafficking Statement: FY26

In this year's statement we share:

- The structure of our firm
- The steps we take to ensure slavery does not take place in our business
- Our supply chain controls to ensure that the goods and services we buy remain slavery free
- Our future plans

Introduction

In Deloitte's[1] annual Modern Slavery and Human Trafficking Statement we outline the steps taken to prevent slavery and human trafficking across our operations and supply chain for the financial year ending 31 May 2026 ("FY26"). This statement details the key checks and procedures our firm has implemented alongside the progress we have made against our strategy to continue to evolve and improve these controls. Deloitte is committed to complying with both the spirit and letter of the Modern Slavery Act 2015 ("the Act") and this statement acts as testament to that commitment.

As one of the UK's largest professional services firms, we recognise both the opportunity and the responsibility to drive positive change through our supply chain. We set high standards for ourselves and expect the same of our Suppliers[2], supported by robust controls designed to prevent, identify and address the risks of modern slavery across our operations and supply chain. The nature of our business means the risk of slavery within the firm remains low, however we continue to ensure strict controls are in place to maintain early warning detection and mitigation of any risks which may emerge.

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2 Any reference to 'Suppliers' (with capitalised S) made in this Statement denotes third-party external suppliers of Deloitte LLP and its UK subsidiaries.



FY26 summary:

- Evaluated current and new Suppliers for slavery and other ESG related risks—screening over 1,243 third parties through our enhanced Third-Party Risk Management ("TPRM") process;
- Provided refreshed training and discussion points for those working in roles that interact with our Suppliers;
- Identified the Suppliers operating in higher risk industries; and
- Engaged with those higher risk Suppliers to assess the controls they have put in place themselves.

The structure of our firm

Deloitte is a leading professional services firm, with over 27,000 partners, employees, and contractors, providing a broad range of services to global, national, and public and private sector companies and clients spread across multiple industries. We employ staff and use contractors to support our client facing teams and to conduct our business operations. Facilities support roles (e.g. cleaning, maintenance, and catering) are typically undertaken by third-party Suppliers.

We are part of a globally connected network of independently owned Deloitte firms operating in more than 150 countries, to whom, where appropriate, we subcontract elements of our client engagements or operations, for example to provide advice in relation to jurisdictions outside the UK.

For the purpose of the Act, the Deloitte entities in the global network of firms are part of our supply chain. However, the relationships we have with these firms are different from our relationships with third-party external Suppliers. Each firm adheres to globally consistent policies and governance processes and whilst we do not have control over how other firms manage their own suppliers, all staff and partners in all firms subscribe to the Global Principles of Business Conduct. These principles are based on our global Shared Values (see below) and outline commitments made by our people across all firms, reflecting our core belief that ethics and integrity are fundamental and non-negotiable elements of our business.

The Deloitte Global Principles of Business Conduct contain unequivocal statements around maintaining a 'responsible supply chain' and not condoning any illegal or unethical behaviour by our Suppliers, contractors or alliance partners.

Given the differences between our relationship with other entities in the Deloitte network and our relationships with third-party external Suppliers, we have excluded other Deloitte firms from the definition of "Suppliers" for the rest of this statement. Our focus for the purpose of this statement will therefore be on our core UK business and third-party external Suppliers.

How we ensure that modern slavery does not take place in our business

Our Shared Values and culture

Our Shared Values provide the ethical foundation for our culture and define the behaviours and actions we expect everyone working for, or on behalf of, Deloitte to exhibit. Our Shared Values are:

- Lead the way
- Serve with integrity
- Take care of each other
- Collaborate for measurable impact
- Foster inclusion

On an annual basis all Deloitte partners, employees and contractors formally commit to upholding these Shared Values.

Embedding our Shared Values within our business

Code of Conduct

Deloitte's[3] Code of Conduct, which incorporates our Global Principles of Business, documents the values that we expect of our business, the people representing us, and our Suppliers to uphold. On an annual basis, including in FY26, all Deloitte partners, employees and contractors must confirm that they have read and will comply with the Code of Conduct as part of our regular compliance activities.

Doing the right thing

Throughout FY26 our people continued to receive mandatory annual training on ethics and the behaviours expected of them, aligned to our Shared Values. The training—an award-winning, multi-season drama series—brings ethical dilemmas to life through real-world examples that help our people recognise ethical dilemmas, understand the potential consequence of unethical conduct and respond appropriately. Finally, the training highlights our Speak Up reporting mechanism (see "Reporting instances of unethical behaviour"). The ethics

3 As of 1 June 2026, Deloitte NSE transitioned to Deloitte EMEA, a newly created Deloitte Member Firm made up of 16 Participating Firms from Deloitte NSE, Deloitte DCE and Deloitte Spain. Notwithstanding the transition of Deloitte NSE to Deloitte EMEA, the NSE Code of Conduct currently remains applicable.

curriculum is delivered throughout the employee lifecycle, including a dedicated ethics session during onboarding, targeted training at promotion points, and ongoing leadership sessions for partners. The curriculum is reinforced through additional targeted learning, firmwide communications, regular local engagement and everyday leadership role modelling and support. All new Deloitte partners participate in mandatory training, 'Leading with Integrity', which reinforces their heightened responsibility to be role models for our culture and Shared Values.

Senior ownership

Our leaders recognise their responsibility to lead by example and uphold our Shared Values. In addition, firmwide responsibility for ensuring compliance with Deloitte's Code of Conduct (described above) rests with our Ethics Partner. This is part of our commitment to ensuring that a culture of responsibility is disseminated throughout our business, starting at the very top with our leadership.

Reporting instances of unethical behaviour

We maintain multiple routes for our partners, employees, contractors, and Suppliers to report any concerns relating to unethical behaviour they witness or experience:

- Our people are encouraged to report any concerns regarding breaches of our Shared Values or Code of Conduct to whomever in our business they feel most comfortable approaching. This could be a line manager, partner, or trusted colleague; it may be possible for the issue to be resolved locally
- More serious matters may be referred to our Ethics and/or Employee Relations teams, and dealt with as described below
- Deloitte's "Speak Up" line is a confidential reporting channel hosted by an external third-party, with reported issues triaged by our Ethics team. Reports can be made by telephone or webform. This channel is available to anyone—including our partners, employees, contractors, and Suppliers. The majority of reporters chose to identify themselves, however, the facility to report concerns anonymously is available. There is also a link to Speak Up on our external website, and on occasion we receive reports from third parties through this route.

All reports are triaged in a timely manner, and, where appropriate, investigated. We have a strong focus on supporting people who may be concerned about retaliation. In addition, our Employee Relations and Partner Matters teams are available to support our people in difficult work situations.

To date, including during FY26, we have received no reports of instances or suspected instances of modern slavery through any of the methods described above.

A fair wage for all

We are proud to be an accredited Living Wage Employer, certified by the Living Wage Foundation. To maintain this status we ensure that all of our employees and anyone who works in a third-party contractor role primarily located at one of our offices will be paid the Living Wage (as determined by the Living Wage Foundation) or the London Living Wage. This applies to both Deloitte employees and contractors as well as anyone who works for a third-party delivering on-site services. This commitment to the Living Wage represents another key control in ensuring slavery does not take place within our business or supply chain.

Ensuring modern slavery does not take place in our supply chain

To support the delivery of high-quality services to our clients we work with an extensive global network of leading Suppliers. We recognise that the scale, complexity and geographic reach of our supply chain[4] present both opportunities and challenges, including heightened modern slavery and human trafficking risks associated with certain industries, goods, services and locations.

Responsible Procurement Policy

In January 2026 the Responsible Procurement Policy[5] was reissued. All Suppliers are required to comply with the Responsible Procurement Policy as a pre-requisite for working with Deloitte. This document makes it clear that Suppliers must:

- Comply with the International Labour Organization (ILO) principles in respect to human rights and conditions of employment.
- Ensure that slavery, human trafficking, and corruption is not taking place in any of their supply chains and in any part of their business.
- Pay the minimum legal wage or a wage that meets local industry standards, whichever is greater.
- Adhere to our Global Supplier Code of Conduct.

The Responsible Procurement Policy is applicable to all Suppliers regardless of where they are located. The Policy is incorporated into our standard contractual terms of business and any breach of the expectations set out in this Policy would be considered a material breach of contract.

Procurement process

We use a standard sourcing template during request for proposal ("RFP") activities to ensure that we have a consistency across our procurement processes. As part of this process, prospective Suppliers are required to respond to questions designed to assess their approach to managing modern slavery risks. Through investigating the responses to these questions, we are able to evaluate the controls potential Suppliers have in place to ensure that slavery does not take place in *their* business and supply chain before they become part of *our* supply chain.

Third Party Risk Management Platform

Our Third Party Risk Management Platform ("TPRM") is a fundamental control to ensure slavery and human trafficking do not take place in our supply chain. TPRM identifies, assesses, manages, and monitors the risks inherent in our procurement of goods and services from Suppliers and is a mandatory step for any Supplier entering Deloitte's supply chain. Modern Slavery and Human

4 The steps outlined in this statement relate to Suppliers contracted and/or paid through our procurement team, representing the vast majority of our third-party supplier spend. Incidental and/or low value goods and services may be provided to us outside of this channel from time to time.

5 Notwithstanding the transition from Deloitte NSE to Deloitte EMEA, this policy document remains applicable.

Rights have been core risk domains within TPRM since its inception, enabling us to assess third parties entering our supply chain. In January 2026, we broadened this assessment to encompass a wider range of environmental, social and governance ("ESG") risks, while retaining a specific focus on modern slavery and human rights. Our expanded ESG risk domain is designed specifically to ensure that supply chain risks associated with modern slavery (and other ESG risks) are identified and mitigated. During FY26 we assessed 1,243 third parties through our TPRM process with 138 flagged for detailed risk analysis ("DRA") after triggering the modern slavery risk domain. No instances of slavery, or conditions where slavery might arise, were identified.

Suppliers in higher risk industries

Around 3.5% of our third-party spend in FY26 was with Suppliers in higher risk industries[6], down from 4.9% in the previous financial year. Lower FY26 spend in the IT hardware and furniture categories was the principal driver of this reduction. Industries that we consider to be higher risk include:

- Agriculture
- AV equipment
- Business meals
- Cafeteria services
- Catering agencies
- Construction management
- Courier services
- Engineering
- Facilities management
- Furniture
- IT consumables
- IT equipment
- IT peripherals
- IT server infrastructure
- IT storage infrastructure
- Laptops
- Meetings & events
- Meeting facilities
- Office supplies
- Outside print services
- Paper
- Print
- Print hardware
- Real estate
- Stationery
- Steel
- Taxis
- Textiles

We have a longstanding programme of engagement with Suppliers who provide goods or services in higher risk industries. During these interactions we confirm that, in addition to contractual clauses requiring compliance with the provisions of the Modern Slavery Act, Suppliers in higher risk industries comply with our standards to ensure that modern slavery does not take place in our supply chains. Suppliers operating in these higher risk industries that were paid over £50,000 by Deloitte during FY26 were asked to complete a questionnaire. This questionnaire asked the Supplier to confirm that they complied with our Responsible Procurement Policy, had not identified any slavery related issues in their business or supply chain and had not been convicted of any slavery related offences.

FY26 supply chain summary

No instances of slavery in our supply chain were identified during FY26. Whilst this is consistent with findings in previous financial years, we are not complacent to the risk of slavery in our supply chain and will continue to use the controls above to ensure we have robust measures to keep our supply chain slavery free.

A breach of our Responsible Procurement Policy, including any violation of our expectations that Suppliers must ensure their business and supply chain remain slavery free, would be treated as a material breach of contract. Dependent upon the severity of the incident we would consider actions ranging from working with a Supplier to ensure that relatively minor issues identified are remediated up to termination of contract and reporting to relevant authorities if any instance of slavery was identified.

Training for key team members

Our Procurement and Office of General Counsel teams engage regularly with Suppliers and play an important role in identifying and managing modern slavery risks across our supply chain. We provide these teams with targeted training to equip and empower them to recognise risk indicators, raise concerns and take appropriate action. This training enables them to:

i. lead conversations with our Suppliers to explore and comment on the controls they have in place;

ii. identify potentially non-compliant Suppliers and to escalate potential concerns appropriately; and

iii. feel empowered to refuse to enter into (or to terminate) Supplier contracts if there are any concerns or insufficient evidence of steps being taken commensurate with the risk of the industry in which they operate.

During FY27 we will continue to:

- Train Deloitte's Procurement and Office of General Counsel teams to ensure they are equipped with the skills required to identify and challenge any risks relating to modern slavery.
- Work with Suppliers in higher risk industries to ensure that they are compliant with our Sustainable Procurement Policy.
- Screen all new and existing Suppliers through TPRM.
- Ensure all Deloitte partners, employees and contractors complete our mandatory ethics training courses so that our Shared Values and the Deloitte NSE Code of Conduct remain as visible influences on the behaviour and actions of our people.

6 We have identified high risk industries in our supply chain based on the Global Estimates of Modern Slavery report published by the International Labour Organization in 2017

Responsibility and additional information

As of 1st June 2026, Deloitte's Chief Executive Officer, Darren Graves is responsible for Deloitte's compliance with the Act.

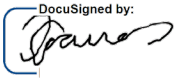
Other resources

For more information on how we are embedding responsible business throughout our firm, and making an impact for our people, our clients and society, please see our Annual Review.

Our Modern Slavery Statement has been published in accordance with section 54 of the Act. It sets out the steps Deloitte LLP and its UK subsidiaries (collectively "Deloitte") have taken to ensure slavery and human trafficking are not taking place in its supply chains or in any part of its business. The statement applies to the financial year ending 31 May 2026.

This statement has been approved by the designated members of Deloitte LLP on behalf of Deloitte.

Signed



Darren Graves
20 November 2026

Get in touch:
If you have questions in relation to our Modern Slavery Act Statement, please contact us online.

If you have any specific concerns about modern slavery or human trafficking taking place in any part of our business or supply chain, please contact the Ethics Speak Up Line on 0808 234 1778.

Deloitte.

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