



MODERN SLAVERY STATEMENT (2026)

Altair Global Services, LLC and its worldwide subsidiaries and affiliates ("Altair Global") are committed to preventing modern slavery, human trafficking, forced labor, and exploitation in all aspects of our business and supply chains. As a global provider of workforce mobility solutions, we recognize our responsibility to uphold the highest standards of integrity, ethics, and respect for human rights.

This statement is made pursuant to the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 and constitutes Altair Global's modern slavery statement for the financial year ending 2026.

➤ *OUR BUSINESS AND SUPPLY CHAIN*

Altair Global delivers workforce mobility services that support the relocation, onboarding, and ongoing management of employees across the globe. Our supply chain includes destination service providers, real estate professionals, immigration consultants, transportation providers, and ancillary relocation services.

Due to the global nature of our operations, we recognize that risks of modern slavery may arise in certain jurisdictions, service sectors, and labor environments. We therefore apply a risk-based approach to managing and mitigating these risks.

➤ *GOVERNANCE AND ACCOUNTABILITY*

Responsibility for Altair's modern slavery program is managed within the Legal function, with collaboration across relevant business teams. Senior leadership maintains oversight of these efforts and is periodically updated on program activities, risks, and improvements.

➤ *POLICIES AND CONTROLS*

Altair maintains a zero-tolerance approach to modern slavery and human trafficking. Our policies prohibit all forms of forced labor, bonded labor, and exploitation and require compliance with applicable labor and human rights laws.

Our Supplier Code of Conduct outlines expectations for ethical business practices and prohibits modern slavery in any form. All suppliers are contractually required to comply with these standards, with provisions for audit rights, corrective actions, and termination in cases of non-compliance.

➤ *RISK ASSESSMENT AND DUE DILIGENCE*

We assess modern slavery risks through a structured methodology that considers geographic risk, sector risk, service type, and workforce characteristics. Suppliers are screened during onboarding and periodically reassessed based on risk level.

Enhanced due diligence is conducted, where appropriate, for suppliers operating in higher-risk regions or industries. This may include additional screening, compliance certifications, and targeted assessments.

➤ *TRAINING AND AWARENESS*

Altair provides modern slavery and human rights training to employees involved in procurement, operations, and supplier management. Training covers identification of risks, legal obligations, reporting mechanisms, and ethical decision-making.

We encourage our suppliers and partners to implement similar training within their organizations.

➤ *GRIEVANCE AND REPORTING MECHANISMS*

Altair maintains confidential reporting channels that allow employees and stakeholders to report concerns without fear of retaliation. Reports may be submitted anonymously where permitted by law.

We are taking steps to broaden awareness of and access to these reporting mechanisms among supplier personnel and other external stakeholders.

➤ *REMEDICATION*

If risks or instances of modern slavery are identified, Altair will take appropriate action, which may include working with suppliers to implement corrective measures, suspending or terminating business relationships, and taking steps to support affected individuals where feasible.

➤ *EFFECTIVENESS AND KEY METRICS*

To evaluate the effectiveness of our efforts, Altair tracks key performance indicators, including:

- Percentage of new suppliers screened
- Percentage of existing suppliers reassessed
- Employee training completion rates
- Number and outcome of reported concerns

In 2025:

- 100% of new suppliers were screened
- Existing supplier reassessment programs were expanded
- Employee training participation increased across key functions
- No substantiated instances of modern slavery were identified

➤ *CONTINUOUS IMPROVEMENT*

Altair is committed to ongoing enhancement of its modern slavery controls. Since our prior statement, we have strengthened supplier screening processes, expanded training initiatives, and improved internal monitoring capabilities.

We will continue to refine our risk assessment tools, increase transparency, and align our practices with evolving global standards and expectations.

APPROVAL

Approved by the leadership of Altair Global Services, LLC

Chad Sterling
Chief Executive Officer

Kathryn A. Cassidy
President & Chief Operating Officer

Date: [Insert Approval Date]

CONTACT INFORMATION

Questions or concerns regarding this statement may be directed to:

Scott Eickler
Vice President Supplier Partner Experience
Scott.Eickler@altairglobal.com
+1 (203) 225-5803

Bet Mansfield
Vice President Legal Services
Bet.Mansfield@altairglobal.com
+1 (972) 468-3291