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# Modern Slavery Act Statement

## OUR BUSINESS

Forrester Research Limited ("Forrester") is publishing this statement in accordance with the United Kingdom's Modern Slavery Act 2015.

Forrester is a research and advisory firm. We help organizations grow through customer obsession. Through proprietary research, data and analytics, custom consulting, exclusive peer groups, certifications, and events, Forrester is revolutionizing how businesses grow in the age of the customer. Forrester Research Limited is a subsidiary of Forrester Research, Inc., headquartered in Cambridge, MA, USA. The Forrester group also includes subsidiaries in Australia, Canada, France, Germany, Hong Kong, India, Italy, The Netherlands, Singapore, Sweden, and Switzerland.

## OUR STAFF & SUPPLY CHAIN

We maintain a fair and ethical workplace for all our employees. We prohibit the use of all forms of forced labor and any form of human trafficking.

Forrester complies with applicable employment legislation, including conducting checks for eligibility to work in the UK and ensuring that no UK employee is paid less than the mandated minimum wage. Our employees may terminate employment by giving the required contractual notice.

Forrester is committed to engaging with suppliers that reflect our values, our respect for human rights and dignity in the workplace. As a research company our supplier base consists largely of professional services companies and software or SAAS providers. A small portion includes office supply vendors, including hardware and real estate suppliers. We believe, therefore, the risk of modern slavery existing in our supply chain is low. Our suppliers are required to comply with applicable laws. This includes taking reasonable steps to ensure that modern slavery and human trafficking are not taking place within the supplier's supply chain or within any part of its business. Forrester will continue to evaluate the level of risk and take appropriate measures if the level of risk increases as a result of different or new types of supplier relationships.

## POLICIES, DUE DILIGENCE, TRAINING AND CAPACITY BUILDING

Forrester's Code of Business Conduct ("Code") and Ethics and Dignity at Work Policy are made available to all personnel. Forrester personnel are required to attest to having read and understood the Code on an annual basis, including the policies referenced in the Code. Forrester continues to look at ways to improve capacity building and recently implemented a Commitment to Human Rights in the Workplace Policy making clear expectations regarding the treatment of personnel. The Code includes information about how personnel can raise concerns about employment-related matters such as questionable treatment of personnel or unethical behavior. Forrester also maintains a Whistle Blower Hotline where personnel can raise such concerns anonymously.

We expect all of our contractors, suppliers and other business partners to ensure that all of their employees and workers are treated with dignity and respect in a fair and ethical environment. Forrester will continue to look for ways to improve its review process of contractors, suppliers and other business partners as it relates to modern slavery issues.

This statement is given on behalf of Forrester for the financial year ending 31 December 2024.

DocuSigned by:
Natalie Elson
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Natalie Elson
Director
Forrester Research Limited

6/3/2025
Date