

Modern Slavery Statement 2025

Introduction. J.S. Held LLC and its affiliates (“J.S. Held”) are committed to preventing modern slavery and human trafficking in our business activities. We uphold a zero-tolerance policy and expect our service providers and suppliers to comply with our values and have appropriate measures in place. All staff must report any concerns to senior management immediately.

Our Business. J.S. Held is a global consulting firm providing technical, scientific, financial, and strategic advisory services. We maintain the highest ethical standards in our operations and supply chains.

Our Policies. J.S. Held ensures our operations and supply chains are free from exploitation through the following policies:

- **Third Party Code of Conduct:** Prohibits modern slavery and human trafficking for all suppliers and service providers.
- **Whistleblowing Policy:** Facilitates confidential reporting of concerns by employees and stakeholders.
- **Labor & Human Rights Policy:** Requires suppliers to provide fair wages, working hours, health and safety, and non-discrimination to their employees.

Due Diligence Process. J.S. Held conducts thorough due diligence on suppliers, including audits and questionnaires, and mandate compliance with labor and human rights standards.

Risk Management. J.S. Held implements a comprehensive risk management approach:

- **Risk Mapping:** Regular assessments to identify areas susceptible to modern slavery.
- **Targeted Due Diligence:** Enhanced measures for high-risk suppliers and regions.
- **Collaborative Engagement:** Engage with suppliers, industry associations, and NGOs.

Performance Evaluation. J.S. Held measures key performance indicators (KPIs) to combat modern slavery, including:

- **Supplier Audits:** Regular audits to assess compliance and identify risks.
- **Whistleblower Reports:** Encourage and track reports.
- **Training Completion Rates:** Monitor participation in training programs.
- **Grievance Mechanisms:** Maintain accessible mechanisms for reporting concerns.

Training and Awareness. J.S. Held offers training on modern slavery awareness, equipping employees to identify and report potential exploitation.

Future Steps. J.S. Held is committed to continuously monitoring and adapting our practices to combat modern slavery and human trafficking.

Compliance Statement. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, including all subsequent amendments and additions, and constitutes J.S. Held’s slavery and human trafficking statement for the financial year ending 2025. Approved by the Board of Directors and published annually on the J.S. Held website.