

FY25 Modern Slavery statement

November 2025



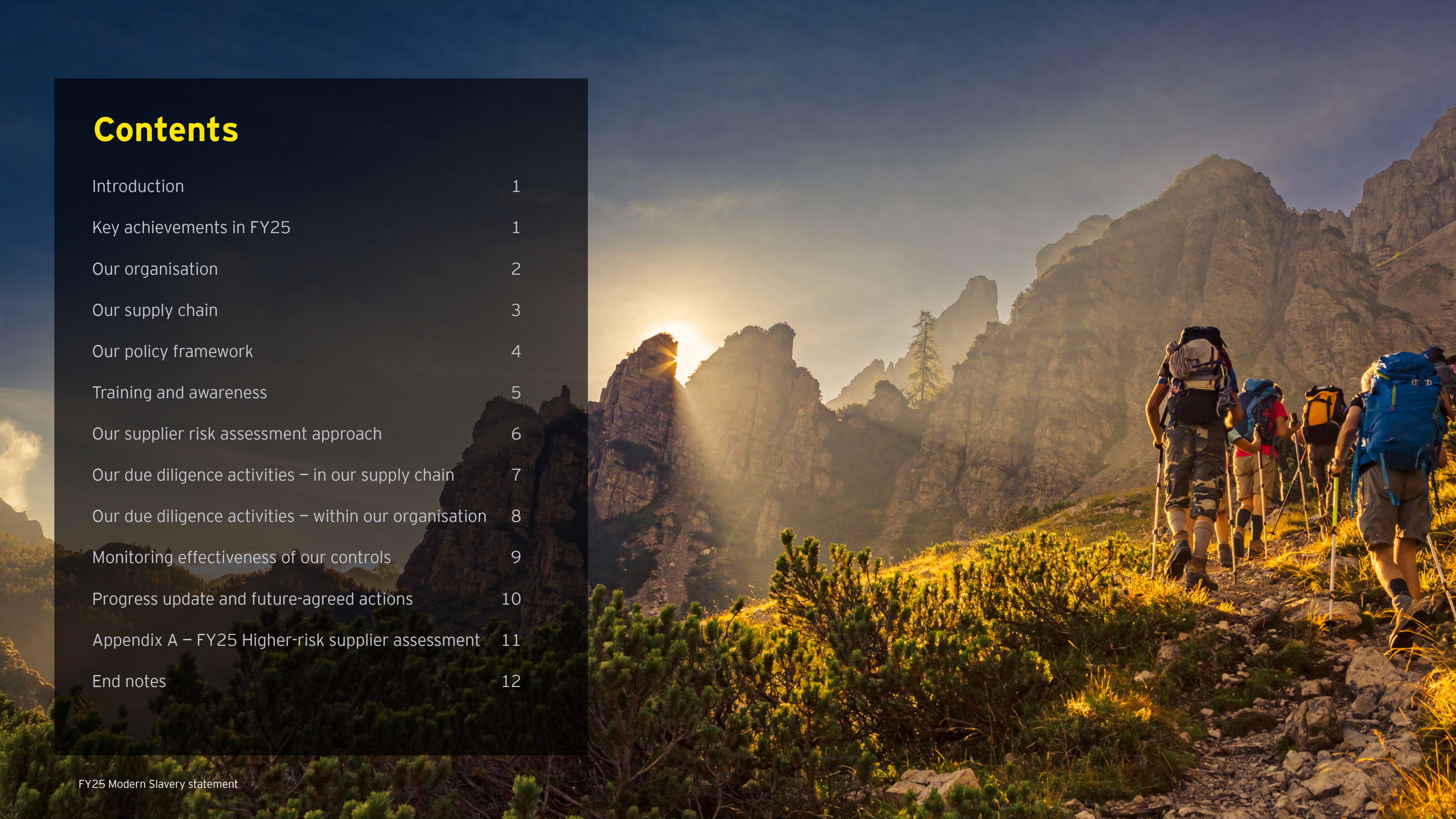
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Introduction

This Modern Slavery Statement has been prepared in accordance with s54(1) of the Modern Slavery Act 2015 and sets out the steps taken by Ernst & Young LLP and its affiliates (together, 'EY UK'¹ or 'the firm') during our financial year from 29 June 2024 to 27 June 2025 (FY25) to help ensure that slavery and human trafficking is not taking place within any part of our business or supply chains. This is our tenth Modern Slavery Statement, and our previous statements can be found on our website.

Our purpose is to build a better working world to help build trust and confidence in the capital markets and in economies the world over. Our initiatives to deal with modern slavery risks are part of our wider procurement and corporate social responsibility goals, which help us to achieve this purpose.

We will not tolerate any form of human rights abuse within our business or supply chains, and no such instances were reported during FY25.

Our anti-modern slavery initiatives during FY25 focussed on enhancing our existing framework by making it more comprehensive and strengthening our controls.

Key achievements in FY25

Risk Assessment

- We enhanced our supplier evaluation approach, by carrying out in-depth research on the geographical scope of our key suppliers' operations to improve our understanding of the higher risk areas of our supply chain.

Due Diligence

- We introduced desk-based due diligence reviews for our existing Alliance² and supplier relationships.

Learning and Engagement

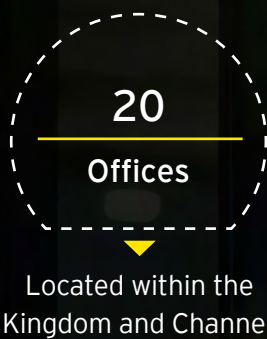
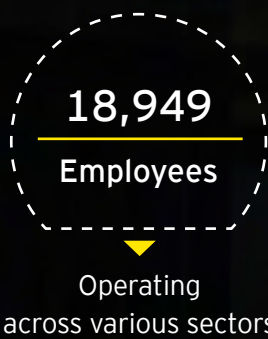
- We integrated mandatory modern slavery training for all EY UK personnel into our annual financial crime training.
- We provided targeted additional, in-depth modern slavery training across a variety of populations including our Client Due Diligence (CDD) team, to further integrate modern slavery detection into the financial crime client onboarding process, and ongoing risk assessment and diligence activities.

Our organisation

Ernst & Young LLP is a limited liability partnership incorporated in England and is the parent organisation of the entities which make up EY UK. Ernst & Young LLP is a member firm of Ernst & Young Global Limited, a company limited by guarantee incorporated in England.

EY UK is a leading professional services firm in assurance, tax, strategy and transaction and consulting services. All the entities which make up EY UK comply with the same standards and policies.

EY UK Overview



The responsibility for managing the modern slavery risks within the organisation lies with following governance forums and functions:

EY UK LLP Board – Overall and ultimate accountability for our UK Modern Slavery Policy and for ensuring that all EY UK people comply with it. Approves the firm’s annual modern slavery statement.

Board Risk Committee – Reviews and provisionally approves the annual modern slavery statement on behalf of the EY UK LLP Board.

Initial escalation forum for any modern slavery in our business or supply chain.

Modern Slavery Working Group – Provides oversight and consultation on anti-modern slavery related activities carried out in the firm and supports the ongoing development of the governance framework.

The working group meets quarterly and includes representatives from our GCO, SCS, Talent and Risk Management functions, who report on progress in their respective areas and consult on potential future initiatives and activities.

UK Risk Management – Primary responsibility for operational implementation of modern slavery controls ensuring the firm’s internal systems and auditing procedures are effective in countering modern slavery and human trafficking risks within our business and supply chain. Led by our UK&I Risk Management Leader.

The Compliance Risk Director has day-to-day ownership of the UK Modern Slavery Policy implementation and response plan.

The UK Money Laundering Reporting Officer (MLRO) is responsible for reviewing any modern slavery risks reports made via the Suspicious Activity Report (SAR) process and escalating to the National Crime Agency (NCA) as required.

UK General Counsel Office (GCO)³ – Advises the firm on legal issues, including modern slavery and people matters to in relation to modern slavery.

Supplier Chain Services (SCS)⁴ – Our global Environmental Social Governance Enablement Services (ESGES) team, which is a sub-team within SCS, focusses on modern slavery strategy and monitoring for supplier oversight and due diligence.

Human rights and measures to detect and prevent modern slavery are key components of our supply chain strategy and this is reported to the Managing Partner of SCS on a regular basis.

Talent – Implements robust measures within our recruitment and reward processes to mitigate any risks associated with modern slavery, including the potential for exploitation of workers.

Our supply chain

Our supply chain covers a wide range of products and services and includes third party suppliers, strategic alliance and ecosystem relationships, and cross-border collaboration with other EY member firms, across the Global EY network. We recognise that our supply chain is where our greatest potential for exposure to modern slavery risks lies. Our procurement and onboarding processes and controls are designed to identify, manage and mitigate these risks throughout the supply chain lifecycle.

Most of our supply chain is procured and managed via our Global Supply

Chain Services (SCS) team however our procurement policies and procedures apply across all routes of supplier, alliance and ecosystem relationship onboarding and engagement. Our procurement strategy includes responsible purchasing practices and partnering on a long term, strategic basis with suppliers and alliance partners who share our commitment to socially and environmentally sustainable procurement, which includes taking appropriate measures to ensure that modern slavery plays no part in their businesses or supply chains.



Supply Chain Services has six principal supply categories as follows:

Technology – Supporting client servers and technology teams to enable client revenue and winning in the market, delivery of secure and resilient technology services for EY people, and a comprehensive, coordinated security ecosystem.

Talent – Managing global EY spend relating to the automotive, health and insurance, human capital, learning and development, and total rewards subcategories across EY.

Brand, Marketing and Communications – Managing global EY spend relating to media buying, digital marketing and public relations.

Real Estate and Workplace Services – Provides services such as planning, transaction management, design and

construction, workplace standards, workplace procurement (e.g., facilities management, furniture and office furnishings) and lease/sublease administration (e.g., rent payments and sublease collections).

Travel, Meetings and Events Services – Delivers solutions to meet EY’s travel needs and manage in-person and virtual events. The team facilitates employee mobility, fostering engagement with clients and internal teams while minimising overall travel costs.

Alliances Procurement – Building and strengthening our relationships across the EY Alliance ecosystem, ensuring visibility and value realisation across our account base whilst supporting the building of new platforms.

In FY25, the number of suppliers under the management of our SCS team was just over 2000.

Our client-facing service line teams also procure some minor services directly from third party suppliers which are below the spend threshold for SCS team management, including area-specific legal services, professional services, insurances and regulatory expenses. These suppliers while not directly under the management of our SCS team but are managed via our procurement system and are subject to our procurement policies.

Use of Global EY network

We also outsource some internal support functions and sub-contract some areas of client work to other member firms within the global EY Network. As members of our network, the relationships with other EY firms are not managed by our SCS team, however, all EY member firms are required to comply with the Global Code of Conduct, the EY Global Human Rights Statement and with local employment laws and best practice ensuring a consistent commitment by EY to management of human rights risks.

Our policy framework

Every person in our organisation plays a role in preventing modern slavery within our business and supply chains. To support this commitment, we have established a comprehensive suite of policies, frameworks, training programs, and awareness campaigns aimed at fostering a culture of vigilance and responsibility within the firm. All these policies and

guidance documents are accessible to all people on our intranet. Compliance with these policies is taken very seriously and any failure to do so can result in disciplinary action, including summary termination. A serious breach may also result in a report to relevant regulators or professional bodies where the person is a regulated professional.

Global Code of Conduct

The Code sets out our core values and beliefs and provides a behavioural and ethical framework to help guide our people in undertaking their business decisions. It applies to all EY partners and employees across the globe and imposes a duty to take the most ethical course of action available and to report any behaviour which is inconsistent with the principles set out in the Code. All EY Partners and employees worldwide are required to declare annually that they have read, understood and are in full compliance with the Code.

Global Human Rights Statement

This statement builds on the Code and reflects our understanding of the fundamental rights of all human beings and our commitment to promote respect for those rights. At EY, we believe that upholding human rights is fundamental to our purpose of building a better working world.



UK Modern Slavery Policy⁵

This policy sets out the mandatory obligations including client and engagement acceptance measures relating to environmental and social governance (ESG) when considering new client relationships or engagements, and requirements in the recruitment and treatment of our partners, employees and contractors. The policy also defines modern slavery, key red flags to help spot it and how to report potential instances or any concerns in this area. This includes. The policy is complimented by our Modern Slavery: Responding to incidents guidance which outlines how EY UK will handle reports of potential modern slavery within our business or supply chains.

Global Procurement Policy

This policy sets out our governance and compliance framework including the codes and processes that govern supplier engagement and the minimum requirements and prohibitions that apply within our supply chain.

Safeguarding Policy

This policy and an accompanying online learning module called ‘Safeguarding People at EY’, include details of how to spot and report safeguarding concerns about others, including potential instances of modern slavery.

Grievance Policy

This policy provides a structured process for our people to raise concerns related to their work environment, treatment, or any other issues affecting their employment, helping to ensure a fair investigation, resolution, and protection against retaliation.

Whistleblowing Policy

This was updated in July 2025 and encourages our people to raise any concerns about potential wrongdoing and sets out the reporting avenues available, how concerns will be investigated and the protection that will be given to reporters.

Training and awareness

For all our people

Modern slavery training was added as a mandatory module within our annual Financial Crime training for FY25, which all EY UK staff were required to complete. Our training material was developed using industry guidance available from non-profit organisations such as Stronger Together and WalkFree as well as publications from law enforcement agencies such as the National Crime Agency.

Our dedicated internal intranet site on modern slavery serves as a comprehensive repository of reference materials, ensuring that employees have easy access to the latest information and resources.

We marked Anti-Slavery Day on 18 October 2024 and the International Day for the Abolition of Slavery on 2 December 2024 via email and poster-based communication campaigns, which reminded employees of our Modern Slavery Policy and details of how to raise queries or concerns about modern slavery within the firm.

Targeted training populations

Additional tailored training material was provided to our teams who we consider are more likely to observe potential indicators of modern slavery in their day-to-day interactions, which included our GCO and Talent Recruitment teams.

We strengthened our Client Due Diligence (CDD) framework by providing targeted role-specific training to the central CDD function on how to spot modern slavery risks. Training specifically designed for our client-facing colleagues is also available on our intranet, which focusses on spotting signs of modern slavery during client interactions.

To create targeted awareness for our suppliers, Sourcing Managers and other supply chain professionals, our SCS team carried out a suite of training activities:

- Training focussed on human rights (including modern slavery), how to map ESG risks most material to their organisation, and plans to address them, was delivered to a portfolio of suppliers.
- The annual Responsible Sourcing Week featured a series of training sessions designed to educate Sourcing Managers on the necessary actions they must take while procuring suppliers. It provided them with tools and knowledge necessary to navigate the evolving landscape of ESG requirements, including human rights and modern slavery.
- All of our UK supply chain professionals went through mandatory Sustainable Procurement training, including training on human rights and the need to carry-out appropriate supplier due diligence.



Supplier Code of Conduct (Supplier Code)

This document is publicly accessible and outlines the minimum standards of business conduct that we expect from all our suppliers. These standards include a requirement for compliance with all applicable labour laws. Suppliers are required to implement policies addressing the prohibition of forced labour and human trafficking, the prohibition of child labour, the right to a safe and hygienic work environment, the right to regular employment, the prohibition of harsh or inhumane treatment, and the demonstration of reasonable due diligence regarding modern slavery.

Our supplier risk assessment approach

Risk assessment approach

Our risk assessment processes consider factors contributing to whether any part of our supply chain creates a heightened exposure to modern slavery risks. These assessments compare EY UK procurement spending against pre-determined higher-risk industry categories, taking account of factors, such as:

- **Whether those industries are known to typically use vulnerable worker populations or have complex business structures.**

For example, industry sectors such as food preparation, travel and hospitality sectors may often engage workers from vulnerable groups and utilise multi-tiered business structures with reliance on third-party agency employees which can obscure visibility into their employment terms.

- **EY UK's relationship to the business elements that have a potential heightened modern slavery risk.**

While procuring products and services from the suppliers, EY UK can be directly exposed to potential modern

slavery risks (Tier 1) for example, in delivery of cleaning and maintenance services, where workers are present in our buildings and we have direct visibility of their working conditions. We are indirectly exposed to modern slavery risks (Tier 2+) where the risks are more prevalent in sub-contracting relationships or in the production of raw materials for example in the manufacturing of technology or office consumables, where EY UK does not have direct visibility of employees or working conditions.

- **Geographies where modern slavery risks are more prevalent.**

This could include companies headquartered, or with manufacturing operations, in global locations where our research indicates that there are not strict human rights or labour protection laws, or locations where confirmed cases of modern slavery have been common.

Our higher-risk supplier assessment for FY25 is set out in Appendix A, which also details the additional measures that we are taking in relation to these risk areas.

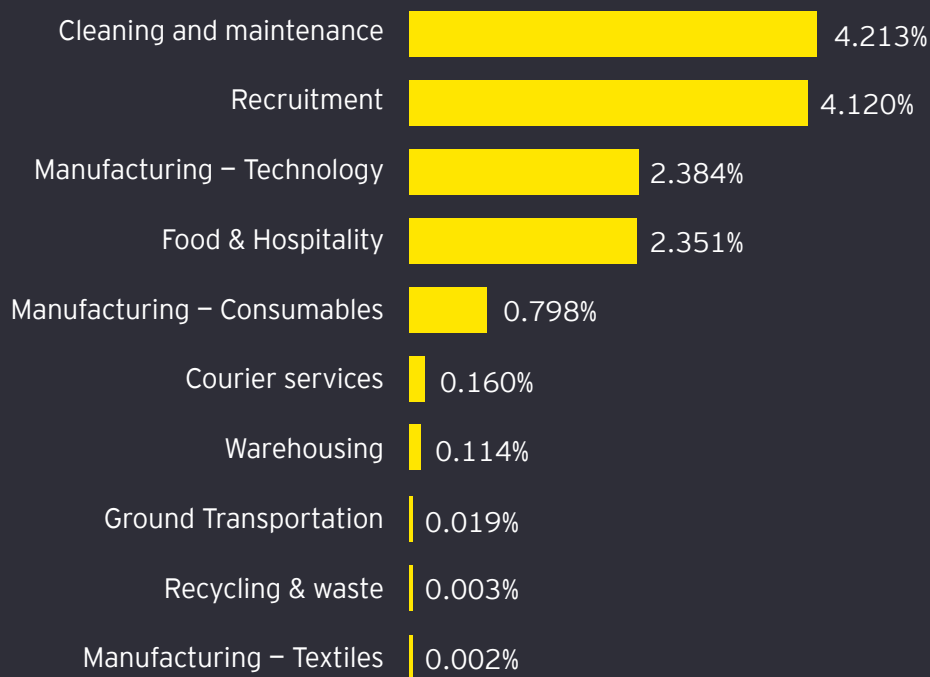


Our higher-risk industry list is regularly reviewed against current guidance from the Gangmasters & Labour Abuse Authority, the UK Cabinet Office, and other relevant local case study sources.

In FY25, we revised our industry list to include Ground Transportation as a higher-risk industry due, to associated recent modern slavery concerns.

Our total spend in higher risk industries for FY25 was £76 million making up 14% of our total supplier spend.

FY25 % Spend on Suppliers by Higher-risk Industry



Our due diligence activities – in our supply chain

Pre-contract governance and due diligence

Our pre-contracting supplier governance and compliance framework is set out in our Global Procurement Policy and our Supplier Code. The latter is incorporated in supplier Terms and Conditions, requiring compliance with all aspects of the Supplier Code (or an equivalent code that meets or exceeds its standards). Suppliers must pay the Living Wage to all staff involved in the supply of services to us, monitor their working hours and ensure that zero-hours contracts are not utilised. Our supplier terms allow for immediate termination of the relationship in the event of a material breach of the Supplier Code or any applicable law, including the Modern Slavery Act (or local equivalent) and relevant labour laws.

Additionally, our Sourcing Managers utilise the Sustainable Sourcing Framework to

evaluate ESG risks, including modern slavery. This helps them develop a tailored due diligence program to assess the suppliers’ ESG credentials and suitability for partnership. In FY25, the Sustainable Sourcing Framework was integrated into the Global Procurement Policy and the SCS team received training on this implementation.

All potential suppliers are required to complete a core set of Request for Proposal (RFP) questions regarding ESG risks, including modern slavery, and provide documentation to support their responses. The RFP includes inquiries about the due diligence conducted by suppliers concerning their business and their own supply chains.

Responding to findings of modern slavery

Our Modern Slavery Responding to Incidents Guidance sets out how we will deal with any relevant findings from our in-life monitoring activity. Depending on the severity and impact of identified findings, this could include agreeing areas for improvement and a time bound remediation plan. We aim to take a victim centric approach to agreeing any actions in response to any indicators of potential modern slavery risks.

In-life monitoring

Regular governance and management discussions are held with existing suppliers, and we reserve the right to audit our suppliers on demand, to identify or investigate potential associated modern slavery risks.

In FY25, we conducted the following supply chain in-life monitoring activities:

- Enhanced ESG global supplier profiling activity, led by our Global ESGES team, focussed on a review of existing supplier Ecovadis⁶ scorecards, and for those without Ecovadis accreditation, conducted an EY ESG assessment instead. UK supplier shortlisting for this process is based on a risk-mapping exercise using spend data, high risk industry classification and geographical location. This is an ongoing review and

targeted UK suppliers are shortlisted every year. For FY25, 48 critical suppliers were reviewed. No material concerns were identified, but some improvement areas were and the remedial action required will be carried out during FY26.

- Desk-based reviews for higher-risk UK suppliers and Alliance ecosystem relationships, involving assessment of publicly available information including adverse media screening was performed by our UK Risk Management team. As these relate solely to publicly available information, follow ups are planned for FY26 to ascertain if any remedial actions are needed.

Outcomes from this activity will be reported in our FY26 statement.



Desk based monitoring – initial findings from public information review	UK Suppliers ⁸	Alliances ⁹	Remedial actions required
Maintaining a human rights policy	92%	84%	Assessment ongoing – Follow ups with 6 suppliers and 9 Alliances. This could include making improvements to ESG strategy and focus on their areas of improvement.
Providing modern slavery training to their people	81%	76%	
Having a code of conduct for their suppliers	100%	87%	
Having reporting mechanisms for modern slavery concerns	85%	87%	
Results from adverse media screening requiring investigation and/or remedial actions	Planned for FY26	0%	-

Our due diligence activities – within our organisation



Recruitment

Our hiring practices and employment contracts fully comply with UK employment law and include essential protections such as fair hiring, working hours, freedom to terminate employment, and protection against the confiscation of identity documents.

All new partners and employees at EY UK undergo thorough prior vetting checks via our independent screening advisor, which includes identity, reference, right to work, criminal record, and where applicable, education and professional qualification checks. Our Talent⁷ Recruitment team is trained to spot potential red flags for modern slavery during the recruitment, screening and pre-onboarding processes.

Internal Controls

The Risk Management team conducts annual controls verification exercises to assess the robustness of the controls which manage the firm's modern slavery risks. This includes a review of our internal pay controls and our engagements with on-site suppliers to ensure that both our personnel and the supply personnel working on our UK office premises are compensated in accordance with the annual adjustments to the Living Wage and a sample-based review of our recruitment processes, covering graduate, experienced and partner hire. For FY25, all the controls reviewed were rated effective and functioning as intended.

Pay structures

We are an accredited Living Wage Employer. All employees of EY UK receive at least the Living Wage, as defined by the Living Wage Foundation or the London Living Wage, where applicable. Additionally, we mandate our direct suppliers of on-site services in our UK offices to compensate their employees in-line with or above the Living Wage requirements



Reporting concerns

Employees can raise concerns about modern slavery or queries, through various channels:

- Emailing our dedicated modern slavery mailbox, actively monitored by our UK Risk Management team
- Contacting our EY Help HR mailbox, helpline or chat messaging facility
- Reaching out to an appropriate manager
- Using our Ethics Hotline

Our Ethics Hotline, operated by a specialist independent organisation, NAVEX Global, is publicly accessible, with clear reporting instructions on our website, allowing anyone with concerns about modern slavery in our business or supply chains to reach out directly. Reporters can choose to remain anonymous, while reporting instances using this portal.

During FY25, no complaints or concerns were raised about modern slavery or human trafficking to the firm by any of the methods above or otherwise.

Monitoring effectiveness of our controls



In EY UK, the UK Risk Management team and Global SCS function are responsible for setting goals in order to mitigate modern slavery risks. Progress is monitored through regular meetings of the Modern Slavery Working Group. While our existing controls have proven effective in mitigating risks and ensuring compliance, we remain committed to enhancing these controls when needed to meet evolving challenges.

Metric	Details	FY25	FY24
Incident Reporting	Number of EY UK modern slavery incidents reported to or identified by EY UK	None	None
Modern Slavery Training	EY UK employees and partners who have completed the Modern Slavery training	99%	-
Supplier Spend	EY UK Supplier Spend in high-risk industries	14%	13%
Remediation Effectiveness	Identified EY UK modern slavery cases under remediation (supplier, alliance and/or internally)	None	None

External standard setting and collaborations

- EY UK engages in industry-wide collaborations including sustainability standard setting such as with the World Economic Forum-International Business Council (WEF-IBC).
- The EY organisation supports the World Business Council for Sustainability Development and Committee of Sponsoring Organisations of the Treadway Commission to develop thought leadership to support organisations to respond to the increasing prevalence and severity of ESG related risks.
- As a participant in the United Nations Global Compact (UNGC), we advance the Sustainable Development Goals (SDGs) and align our strategy with the UNGC Ten Principles, influencing our sustainable procurement strategy, human rights supplier due diligence and training.

FY25 aims	FY25 progress
Progression of our ESG Assessment of existing suppliers	48 UK strategic and critical suppliers assessed to evaluate their ESG, human rights and anti-modern slavery policies, programmes, impact and improvement areas.
Continue to roll out targeted training on ESG and modern slavery to suppliers	Supplier training workshop focussing on ESG, human rights and anti-modern slavery programme for a number of key suppliers.
Continue to roll out targeted training on ESG and modern slavery to our people	Targeted training provided to our Client Due Diligence (CDD) team. Modern Slavery Training module delivered to all personnel.
Refresh our Sustainable Sourcing Framework	Sustainable Sourcing Framework refreshed and integrated into the Global Procurement policy.

Progress update and future-agreed actions

We continually assess our short-term and long-term objectives in line with EY UK’s commitment towards the protection of human rights, to ensure our anti-modern slavery strategy and goals are aligned and that we are making appropriate progress.

Timeframe	Goal	Status	Comments
Annual	Employee training and Awareness: Provide training for all employees on modern slavery risks and related EY policies.	Completed for FY25	Modern Slavery topic added as a mandatory module in the financial crime training for all UK personnel.
Annual	Supplier risk assessment: Perform annual assessment of the supply chain spend data to identify high-risk areas for modern slavery.	Completed for FY25	FY25 assessment identified new high-risk areas, which will lead to policy updates and further targeted anti-slavery measures.
Annual	Supplier due diligence: Enhance the supplier due diligence and engagement process.	Completed for FY25	Commenced desk-based reviews for key UK suppliers.
Annual	Supplier training: Continue to roll out targeted training on ESG and modern slavery topics to our suppliers.	Completed for FY25	Conducted supplier training workshop emphasizing on ESG, human rights, and anti-modern slavery initiatives.
Ongoing	Risk register: Develop a risk register to formalise and structure follow-up actions from our desk-based reviews or suppliers under remediation action.	New – To commence in FY26	–
Ongoing	Continuous Improvement: Set up a re-structured internal review process to continuously improve policies, practices and our framework based on the evolving regulatory landscape and industry best practices.	New – To commence in FY26	–



Appendix A – FY25 Higher-risk supplier assessment

Some of our suppliers operate in industries where there is a higher risk of modern slavery practices occurring. Our UK Risk Management team conduct periodic assessments of the EY UK Procurement spend on availing goods and services from the suppliers against a pre-defined list of high-risk industries for modern slavery. The following were identified as the higher risk areas for the firm during FY25:

Onsite cleaning services and maintenance	Onsite cleaning, maintenance, physical security and other facilities related services are provided around the EY office premises by a selected group of suppliers managed by the Workplace Services team. EY is exposed to potential risk of modern slavery in the recruitment and provision of people who support at the EY office premises. Service providers and their sub-contracted labour recruiters may be vulnerable to traffickers and gangmasters. To mitigate these risks, the Workplace Services team ensure that contractual rights are integrated into our processes and the suppliers adhere to EY policies and Supplier Code. We enforce robust contractual rights, including an obligation for our supplier to perform background checks on all recruits supplying services to us, regular governance discussions, and rights to audit the supplier. We require our suppliers to pay the Living Wage, monitor working hours and prohibit zero-hours contracts. In FY25, the UK Risk Management team reviewed this process to ensure compliance with Living Wage adjustments for our key workplace suppliers.
Recruitment	For the recruitment of our employees and contractors, we use the services of various recruitment and vetting agencies for comprehensive background checks and maintaining high standards of hiring practices. Our recruitment processes are governed by stringent controls managed by the Talent team, who adhere to our Modern Slavery Policy and collaborate with our GCO team to ensure recruitment checks are aligned with industry standards. Our Internal Standard on Quality Management 1 (ISQM1) team conducted a sample-based review of our recruitment processes in FY25, covering graduate, experienced and partner hire and concluded that our controls are effective, with no remedial work required.
Food catering and hospitality	We use a selected group of ethically aligned suppliers and outsourced providers for food service, external and in house catering, external meals and entertainment, venue hire, hotels and travel accommodation. Our offices feature supplier managed in-house restaurants, with catering staff recruited directly by our suppliers. Our people use hotels and entertainment venues booked through our travel partners. The food and service industry often targets irregular migrants, those with financial difficulties, learning disabilities or minors working in the sector, leading to debt bondage, non-payment of National Minimum Wage or withheld wages, long working hours and unsafe working conditions. In the travel and hospitality sector, providers may rely on agency employees, lacking visibility into employment terms. EY’s SCS function includes specialised teams, such as the Travel, Meetings & Event team, which implement controls in our supply chain to mitigate these risks and ensure proper contractual obligations with suppliers.
Manufacturing Technology	We engage large international technology companies to source a range of technology hardware items such as laptops, monitors and peripherals, which may be manufactured in developing countries with weak modern slavery regulations. Our SCS team has established the EY Sustainable Sourcing Framework, offering practical guidance on human rights considerations to the procurement staff involved in sourcing decisions and supplier performance reviews in this sector. We require our suppliers to provide assurance about their own supplier due diligence efforts and human rights practices. The Supplier Code includes a sub-contracting clause that mandates suppliers to maintain visibility over labour rights risks within its entire operation and ensure compliance with local labour laws by all subcontractors.
Consumable items	We source stationery, promotional merchandise, furniture, fixtures and office equipment for our workplaces and for home working from suppliers many of whom have manufacturing operations in global locations. Some of these locations may not have strict human rights and labour laws or may carry a risk of forced or child labour occurring in global supply chains or minimum wage requirements not being met. The UK Risk Management team has reviewed the Modern Slavery statements of the higher risk suppliers in this sector, finding that most have a robust supplier code focussed on employee rights.



End notes

1. Comprising Ernst & Young LLP and its UK Affiliates. As at 27 June 2025, the UK Affiliates consisted of the following entities: EY Corporate Secretaries Limited, E&Y Trustees Limited, Ernst & Whinney Limited, Foviance Group Limited, Ernst & Young Limited, Rolls House Holdings Limited, Garrard House Executor & Trustee Co. Limited, Ernst & Young Services (UK) Limited, EY Securities Limited, Ernst & Young Services Limited, EYGS UK Participation Limited, Ernst & Young International Limited, EY-Seren Limited, EY Incentives Limited, EY Private Client Services Limited, EY Professional Services Limited, Whyaye Limited, Digital Detox Ventures Limited, Digital Detox Limited, Peak EPM Limited, Seaton Partners Limited, Lane4 Management Group Holdings Limited, Lane4 Management Group Limited, Pythagoras Comms Holdings Limited, Pythagoras Comms Limited, Pointbeyond Limited, Creative SharePoint Limited, AgilityWorks India Private Limited, Ernst & Young Property (Jersey) Limited, New Street Nominees Limited, Ernst & Young Resources (CI) Limited.
2. EY alliance relationships refer to the strategic partnerships and collaborations that EY forms with other organizations, including technology companies, consulting firms, and industry leaders. These alliances are designed to enhance EY's service offerings, expand its market reach, and leverage complementary strengths to deliver innovative solutions to clients.
3. Our Supply Chain Services (SCS) team procure goods and services from our external suppliers and are involved in assessment and evaluation of potential suppliers, including in relation to ESG factors such as modern slavery risks and mitigations.
4. Our Risk Management team is responsible for oversight of the firm's Modern Slavery Policy and associated procedures, carrying out the firm's annual modern slavery risk assessment and recommending enhancements to controls and oversight arrangements.
5. The Modern Slavery Policy was developed in line with the guidance provided by OECD Due Diligence Guidance for Responsible Business Conduct, ILO Labour Standards and the National Crime Agency Guidance for Accountancy and Legal sectors.
6. Ecovadis provides businesses with a recognised industry rating for their ESG standards, based on their policies, processes and impacts, which includes reviewing the steps they take in relation to modern slavery prevention in their business and their supply chain.
7. Our Talent Recruitment team monitors for signs that candidates and recruits may be subject to modern slavery. The team work closely with our external screening provider to carry out pre-employment checks. The team also work closely with our legal team or wider Talent teams to investigate any whistleblowing reports or other issues raised involving our people. They also check that we are, as per our commitment, compliant in paying the real Living Wage to our people.
8. 41 key EY UK suppliers were identified for this exercise – out of which 26 suppliers were required to comply with the Modern Slavery Act 2015. For the remaining suppliers, short surveys or other follow up actions has commenced in FY25 and will continue in FY26.
9. 38 UK Alliance relationships were a part of this exercise.

This statement was approved by the Board Risk Committee on behalf of the EY LLP Board on 7 November 2025 and is signed by:

A handwritten signature in black ink that reads "Lisa Cameron".

Lisa Cameron

General Counsel and Designated Member for EY LLP

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All in to shape the future with confidence.

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UKC-041519 (UK) 11/25. Creative UK.
ED None

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