

## **Modern Slavery Act Transparency Statement**

This statement is made on behalf of the Charles River Associates family of companies, including CRA International (UK) Limited (henceforth referred to as "CRA").

We are publishing this statement in accordance with the Modern Slavery Act 2015 and as a demonstration of our commitment to anti-slavery practices and an affirmation of the values we hold and adopt across our businesses.

CRA is committed to ensuring that the way we conduct our business and dealings with our content providers and other suppliers reflects our values, our respect for human rights and our belief that everyone should be treated with dignity. We are committed to showing that our practices combat modern slavery and human trafficking, and to working with and encouraging our suppliers as they uphold the principles in this statement.

### **Our organisational structure and our business**

CRA is a leading global consulting firm that offers economic, financial and strategic expertise to major law firms, corporations, accounting firms and governments around the world.

CRA International, Inc. is the ultimate parent company and is headquartered in Boston, Massachusetts, USA. We also have offices in Canada, the United Kingdom, The Netherlands, Belgium, Switzerland, Germany, France, Brazil and Australia; however, we provide our services across the world.

### **Our staff**

We are dedicated to maintaining a fair and ethical workplace for all our staff. We prohibit the use of all forms of forced labour and any form of human trafficking.

We ensure compliance with all applicable employment legislation, including right to work evidence and minimum wage laws. Our employees may terminate employment by giving the required contractual notice.

### **Our supply chains**

As a provider of professional services, CRA does not have an active supply chain of any consequence, being limited to office supplies. As such, the risk of modern slavery existing within this supply chain is very low. However, we do still remain vigilant and monitor the level of risk involved throughout any of our suppliers and will take appropriate measures if a higher risk of modern slavery is deemed to exist.

### **Our policies in relation to slavery and human trafficking**

We have implemented policies as part of our commitment to ethical business practices. We have an anti-harassment policy and ways which enable concerns to be raised and resolved.

Charles River Associates

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## Due diligence

We expect all our contractors, suppliers and other business partners to uphold the same high standards as we do, by ensuring all employees and workers are treated with dignity and respect in a fair and ethical environment.

We work to identify, assess and monitor any potential areas of risk in relation to our business and supply chains. This includes considering the length of the relationship, nature of what is being supplied and the location from where it is being supplied. We will continue to look to manage any risks identified.

## Looking ahead

We will continue to monitor and develop our practices in respect of combatting slavery or human trafficking to target areas of our business if we become aware there is a potential risk of modern slavery. Our legal function is responsible for checking and testing the success of our commitments and will work to ensure we meet our expectations.

This statement is given on behalf of CRA for the financial year ending 31 December 2022. It sets out the steps taken during the financial year to prevent modern slavery and human trafficking in our business and supply chains.

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