



MODERN SLAVERY STATEMENT OF ALVAREZ & MARSAL EUROPE HOLDINGS LIMITED

2017

This statement comprises the modern slavery statement of Alvarez & Marsal Europe Holdings Limited pursuant to the Modern Slavery Act 2015, by reference to the financial year ending 31 December 2016.

A&M is an international professional services firm, working in locations across North and South America, Europe and Asia.

We are proud of our culture which places integrity as one of the principal values in determining how the firm conducts its business.

We have some 2900 staff world-wide and our principal offices are in the following countries:

- United States
- Canada
- UK and Ireland
- France
- The Netherlands
- Spain
- Germany
- Italy
- Poland
- Czech Republic
- Greece
- Russia
- India
- United Arab Emirates
- Hong Kong
- China
- Singapore
- Korea
- Mexico
- Brazil

As a supplier of professional services, we operate in a sector where the occurrence of modern slavery is relatively low risk. Furthermore, most of the countries in which we operate are ranked as lower risk by the Global Slavery Index, and we do not have an extensive supply-chain.

Despite this lower risk, we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We

take a zero tolerance approach to modern slavery and human trafficking.

Our HR department oversees recruitment of our personnel including undertaking appropriate checks before new personnel are taken on.

Once at A&M, our people are protected and guided by our policies which reflect our commitment to acting ethically and with integrity at all times. We comply with all applicable employment legislation relating to employee terms and conditions, including pay.

A&M seeks to deal with suppliers who adopt the same standards that we adhere to. We expect our suppliers to operate fair and ethical workplaces, where workers are treated with integrity and we require a written commitment from our subcontractors that they are and must not be engaged in the use of slavery or human trafficking. A&M reserves the right to refuse to engage suppliers or subcontractors that cannot demonstrate compliance with the values of eradication of modern slavery and human trafficking.

While A&M continues to grow, maintaining quality and upholding our core values are ever-constant, strategic priorities. As part of this we will continue to monitor whether enough is being done to support our zero tolerance approach to modern slavery and human trafficking.

A handwritten signature in blue ink, appearing to read 'Stephen Gate'.

Stephen Gate
Director and General Counsel EMEIR