



2020

MODERN SLAVERY STATEMENT OF ALVAREZ & MARSAL EUROPE HOLDINGS LIMITED

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 2019.

A&M is an international professional services firm, working in locations across North and South America, Europe and Asia. The subsidiaries and associated entities of Alvarez & Marsal Europe Holdings Limited covered by this statement are listed in the attached schedule.

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 4,500+ staff worldwide and our principal offices are in the following countries:

- Benelux
- Brazil
- Canada
- Cayman Islands
- China
- Czech Republic
- France
- Germany
- Greece
- Hong Kong
- India
- Italy
- Korea
- Mexico
- Norway
- Poland
- Russia
- Saudi Arabia
- Singapore
- Spain
- Sweden
- Switzerland
- UK and Ireland
- Ukraine
- United Arab Emirates
- United States

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 black ink, appearing to read 'Stephen Gate'.

Stephen Gate
Director and General Counsel EMEIR
On behalf of the Board of Directors, 30 June 2020

SCHEDULE:

- Alvarez & Marsal Corporate Transformation Services LLP
- Alvarez & Marsal Data Analytics Limited
- Alvarez & Marsal Disputes and Investigations LLP
- Alvarez & Marsal Europe Limited
- Alvarez & Marsal Europe LLP
- Alvarez & Marsal Financial Industry Advisory Services LLP
- Alvarez & Marsal FS Europe Limited
- Alvarez & Marsal Taxand UK LLP
- Alvarez & Marsal Transaction Advisory Group Europe LLP
- Alvarez & Marsal Valuation Services LLP

ABOUT ALVAREZ & MARSAL

Companies, investors and government entities around the world turn to Alvarez & Marsal (A&M) for leadership, action and results. Privately held since its founding in 1983, A&M is a leading global professional services firm that provides advisory, business performance improvement and turnaround management services. When conventional approaches are not enough to create transformation and drive change, clients seek our deep expertise and ability to deliver practical solutions to their unique problems.

With over 4,500 people across four continents, we deliver tangible results for corporates, boards, private equity firms, law firms and government agencies facing complex challenges. Our senior leaders, and their teams, leverage A&M's restructuring heritage to help companies act decisively, catapult growth and accelerate results. We are experienced operators, world-class consultants, former regulators and industry authorities with a shared commitment to telling clients what's really needed for turning change into a strategic business asset, managing risk and unlocking value at every stage of growth.

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