

HUMAN RIGHTS

14 November 2023

HUMAN RIGHTS POLICY

This policy is guided by the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights, International Bill of Human Rights and the ILO's Declaration on fundamental principles and Rights at Work. We support this by having a strong commitment to compliance with laws and regulations where we operate, and by expecting the same from our supply chain.

The responsibility for compliance sits with the Chief Executive supported by the Group People, Team and Organisation Director and Group Risk Manager and is delivered via Business Unit Managing Directors and their teams. It applies to all Ricardo team members and our supply chain.

We articulate our policy via our Values and Code of Conduct, the relevant policy elements of which are:

- Being honest, ethical and above reproach with each other and with our stakeholders in all our business dealings.
- Treating all others as we would like to be treated ourselves.
- Not engaging in activity that can be considered as trafficking in persons, including the use of forced labour, child labour or procurement of immoral services for the performance of contracts.
- Not discriminating against, or harassing, any employee or job applicant either directly or indirectly.
- Encouraging all our employees to take an active role against all forms of discrimination and harassment.
- Achieving transparency in our approach to tackling modern slavery in our supply chains, in accordance with our obligations under international legislation such as the UK Modern Slavery Act 2015, United States Trafficking Victims Protection Act 2000 and Australia Commonwealth Modern Slavery Act 2018.
- Only employing or using staff who are appropriately vetted and have the proven right to work in the country of employment for the type of work being undertaken.
- Being open to feedback from stakeholders via emails to ethics@ricardo.com.

Graham Ritchie

A handwritten signature in black ink, appearing to read 'G. Ritchie', with a small flourish at the end.

Chief Executive Officer