

HEIDRICK & STRUGGLES

Global Human Rights Policy

Introduction

At Heidrick & Struggles, we are committed to upholding the dignity, rights, and value of every individual. Respect for all is central to our values and the foundation of our workplace, guiding everything we do.

This Heidrick & Struggles Global Human Rights Policy (“Policy”) reflects the principles outlined in the [International Bill of Human Rights](#) and aligns with the [UN Guiding Principles on Business and Human Rights](#), along with the [ILO Declaration on Fundamental Principles and Rights at Work](#). We strive to comply with applicable human rights laws in all the countries where we operate. In cases where conflicts exist between national and international standards, we will follow the applicable national or local law while also striving to respect international human rights principles.

This Policy applies to all Heidrick & Struggles employees, independent contractors, consultants, and Board of Directors. It reinforces the expectations set forth in the Heidrick & Struggles’ [Code of Ethics](#), our [Modern Slavery Statement](#), and our Global Employee Handbook.

As outlined in our [Supplier Code of Conduct](#), we expect our suppliers to uphold basic human rights and fair labor practices. We are committed to promoting fair labor practices and aim to avoid any connection to harmful or abusive labor conditions across our supply chain and in the use of our products and services.

Our senior leadership team is responsible for implementing and enforcing these values. Additionally, the Nominating & Board Governance Committee is responsible for oversight of the firm’s holistic sustainability program, goals, targets, and related disclosures.

Heidrick & Struggles Commitment to Human Rights and Workplace Safety

Slavery, Human Trafficking and Forced Labor

We firmly oppose all forms of human trafficking, slavery, forced labor, and child labor. We comply with applicable labor laws and aim to work with partners who share our respect for human rights, including the principles of voluntary employment, reasonable working hours, and fair compensation.

Health, Safety and Wellbeing

The people-centric nature of Heidrick & Struggles’ work minimizes the likelihood of workplace incidents. Our hybrid work model allows employees to manage personal needs while maintaining high performance and fostering a safe, balanced work environment. We

prioritize office security and employee safety, with protocols in place to help create a safe and respectful environment across all offices.

Non-Discrimination & Harassment

Harassment or bullying in any form—verbal, physical, or visual—is not tolerated.

Discrimination based on protected characteristics such as race, religion, sexual orientation, gender identity, pregnancy, national origin, age, disability, veteran status, marital status, or other similarly protected characteristics is both incompatible with our values and may be unlawful in many of the regions where we operate. We investigate all concerns impartially and take appropriate corrective action to maintain a respectful, inclusive work environment.

Freedom of Association

We respect the rights of workers to associate, organize, and bargain collectively as permitted by law. We encourage open communication between employees and management without fear of retaliation.

Reporting Concerns and Protecting Against Retaliation

We value transparency and encourage reporting of any policy violations or unethical behavior through our various reporting channels. This includes reporting through Human Resources or the Legal Department, as well as via our anonymous [EthicsLine](#), available 24/7. We investigate all concerns impartially and take appropriate corrective action. We further prohibit retaliation against anyone who reports violations or participates in investigations.