

HEIDRICK & STRUGGLES

Responsible Business Principles

Effective Date: July 1, 2026

Purpose

This Responsible Business Principles Document sets out Heidrick & Struggles' approach to conducting business responsibly and creating long-term value for our clients, colleagues, communities, investors, and other stakeholders. These principles synthesize and reinforce our core commitments to ethical practices, the respectful treatment of people and their human rights, and the responsible stewardship of our resources while supporting our broader business strategy, as overseen by our Board of Managers and executive leadership.

This document is intended to serve as a gateway to our existing policy framework. It summarizes key commitments at a high level and should be read alongside the detailed policies, standards, and procedures that govern specific topics across the business.

Scope

Anchored by our [values](#), these principles apply to all Heidrick & Struggles employees, officers, and directors throughout all global operations. They govern how we conduct business, deliver services, and manage our processes consistently across our global footprint.

We also expect contractors, suppliers, and other business partners acting on our behalf to uphold standards consistent with our commitments to ethical conduct, human rights, fair labor practices, environmental stewardship, and compliance with applicable laws.

We recognize that our impact extends beyond our own operations through our relationships with clients, candidates, suppliers, and other stakeholders, and we seek to promote responsible business practices throughout our value chain.

Overview

1. **Ethics and Governance:** Uphold integrity, compliance, robust information security, and clear governance practices to create trust, accountability, and consistency, enabling long-term performance.
2. **People and Culture:** Foster a unified culture of inclusion, belonging, and excellence to attract, develop, and enable exceptional talent across our operations and business relationships.
3. **Environment:** Promote efficient operations and responsible stewardship of resources and day-to-day processes to strengthen resilience and sustained performance.

Related Policies and Documents

These principles are intended to operate as an umbrella statement and should be read together with our more detailed policies, notices, and standards, which include:

Policy	Summary
Code of Ethics	Standards for integrity, conflicts of interest, confidentiality, and professional behavior across all business activities. All employees are expected to certify compliance with the code annually.
Employee Value Proposition	Statement of the firm's commitment to its people: the opportunity to do transformational work with clients and colleagues at the intersection of people and performance.
EthicsLine	Confidential 24/7 reporting channel for potential policy violations, administered by an independent third party to ensure anonymity and impartiality.
Global Human Rights Policy	Commitments covering slavery, trafficking, non-discrimination, freedom of association, health and safety, and worker wellbeing globally.
Information Security Policies	Governance of cybersecurity, data protection, privacy, AI, and technical & organizational measures.
Modern Slavery Statement	Public statement covering supply chain risks, internal policies, and steps taken to prevent exploitation.
Supplier Code of Conduct	Expectations of suppliers and business partners for ethical behavior, human rights compliance, environmental protection, and compliance with applicable law. We strive for 100% of supplier contracts to include related clauses.
Conflict of Interest Policy	Internal policy outlining the obligation to disclose and avoid situations where personal or financial interests conflict with the interests of the firm, its clients, or other stakeholders.
Employee and Contractor Privacy Notice	Explanation of how the personal information of current and former employees, contractors, and consultants is collected, used, disclosed, and retained.
Global Company Handbook	Internal employee handbook summarizing our culture, expectations, and policies in one place for employees at every level.
Insider Trading Policy	Internal policy outlining the prohibition on trading and disclosures based on material nonpublic information regarding public company clients.
Non-Retaliation Policy	Protection against retaliation, retribution, or any form of harassment directed against any person who reports a concern.
Speak-Up and Investigations Policy	Encouragement of employees and other stakeholders to report concerns with respect to compliance with the Code of Ethics or other company policies.
Employee Compliance Training and Acknowledgements	Mandatory training and acknowledgements of key compliance areas including anti-discrimination and harassment, cybersecurity, and ethics. We strive for 100% employee completion.

Ethics and Governance

Responsible business performance depends on strong governance, clear accountability, and a culture of ethical conduct. These principles are fundamental to earning and maintaining the trust that underpins the deep and durable relationships we build with our clients, candidates, partners, and investors. As such, we hold ourselves accountable for making business decisions consistent with applicable law, our internal policies, and our values.

Heidrick & Struggles:

- Conducts business with integrity and consistency by fostering a culture of accountability, transparency, and trust that enables our people to build meaningful and durable relationships with clients, candidates, partners, and investors.
- Encourages our employees to report behavior that conflicts with our Code of Ethics or anti-harassment policy, and protects against retaliation, to build the psychological safety needed for efficient and effective resolutions, thereby reducing costly disruptions, turnover, and legal exposure while keeping employees focused and engaged.
- Applies legal, ethical, and reputational diligence to prospective client engagements using a layered approach that combines multiple data platforms and risk assessment tools to help ensure the work we undertake aligns with our standards and values.
- Maintains effective policies, controls, governance, and oversight across ethics, compliance, conflicts of interest, anti-bribery and corruption, privacy, data protection, information security, and broader business risk and performance.
- Promotes the responsible, ethical, and secure use of technology, including artificial intelligence, through appropriate governance, human oversight, and compliance with applicable laws and internal policies.

People and Culture

As an elite professional services firm serving the most senior executives at the world's leading companies, our commercial success depends entirely on attracting, developing, and retaining exceptional talent. As a result, we are committed to upholding the dignity and rights of every individual. Respect for all is central to our values and the foundation of our workplace, grounding our culture in fairness, inclusion, wellbeing, and professional opportunity. We also expect responsible conduct in interactions with our clients, external talent, suppliers, and other business partners, and we expect our suppliers to uphold basic human rights and fair labor practices.

Heidrick & Struggles:

- Fosters a unified culture that values diverse backgrounds, experiences, and perspectives, enabling collaboration, innovation, and exceptional outcomes for our clients, candidates, and one another.
- Promotes engagement and collaboration by fostering an inclusive, respectful, and professional workplace where individuals are treated fairly and discrimination, harassment, and bullying are not tolerated.
- Supports continuous learning, professional development, health, and wellbeing to attract, develop, and retain top talent, enabling our people to thrive and deliver exceptional outcomes for our clients.
- Promotes open communication to enable efficient conflict resolution and does not tolerate retaliation in any form against anyone who reports misconduct in good faith or who participates in investigations.
- Respects internationally recognized human rights and promotes responsible labor practices across relevant business activities and third-party relationships through clear expectations, reporting channels, and appropriate escalation processes.

Environment

We are committed to creating long-term value for our employees, investors, and clients through responsible and sustainable business practices. By promoting efficient use of resources and informed decision-making, we aim to reduce our environmental footprint and strengthen the resilience of our business over time.

Heidrick & Struggles:

- Integrates environmental considerations into business planning, decision-making, and operational practices to support long-term value creation and the resilience of our business.
- Measures and monitors greenhouse gas emissions across our operations and value chain and works toward achieving our Science Based Targets initiative (SBTi) emissions reduction targets.
- Promotes the efficient use of energy, water, office materials, and other natural resources across our global operations.
- Reduces waste and encourages responsible consumption, reuse, recycling, and disposal practices where feasible.
- Considers environmental performance and sustainability practices in supplier engagement and procurement decisions where appropriate.
- Leverages technology and operational efficiencies to reduce unnecessary travel, resource consumption, and associated environmental impacts.
- Maintains appropriate governance, oversight, and transparency regarding environmental performance through internal review processes and external disclosures, as applicable.

Implementation, Oversight, and Review

Responsibility for implementing these principles rests with the Chief Legal Officer and Corporate Secretary, together with relevant executive and functional leaders. Oversight of sustainability-related matters is integrated into the Board of Managers' broader responsibilities for strategy, risk oversight, and corporate governance.

This document will be reviewed periodically to assess whether our business priorities, disclosures, and supporting policies continue to reflect our most material impacts and risks. It may be updated to reflect changes in strategy, operating model, regulatory obligations, and stakeholder expectations. Changes may be communicated through impact reporting or other public disclosures.

Contact

For questions or concerns regarding our Responsible Business Principles, please contact legaldepartment@heidrick.com. This document is subject to change at the discretion of Heidrick & Struggles. It is intended to provide a general framework for our Responsible Business efforts and may be adapted to specific circumstances and requirements.