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Modern Slavery Act Statement

INTRODUCTION

Protiviti Limited (the "Company", "we", "our") has a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships. Modern slavery is a crime and a violation of fundamental human rights. The Company recognises this takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The Company is committed to ensuring there is transparency in its business and in its approach to tackling modern slavery throughout its supply chains, consistent with its disclosure obligations under the Modern Slavery Act 2015. The Company expects the same standards and commitment from all of its suppliers, contractors and other third parties.

OUR STRUCTURE

Protiviti Limited is a private limited company wholly owned by Protiviti Inc. Our ultimate parent company is Robert Half Inc. Founded in 1948, Robert Half Inc. (NYSE: RHI) is a specialised staffing firm focusing on professional positions.

OUR BUSINESS

Operating principally in the UK through a network of seven offices, the Company provides consulting and interim staffing services in internal audit, finance, technology, cybersecurity, operations, governance, and risk to organisations of various sizes in both the private and public sectors.

OUR VALUES

Integrity, Inclusion and Innovation are the core values of our business. We expect our people to adhere to these values in their daily actions and we are committed to improving our processes to help combat slavery and human trafficking.

OUR SUPPLY CHAINS

Given the industry in which we operate we do not have an extensive supply chain network. Our supply chains include, amongst others: office supplies including stationery; IT hardware and software; cleaning and catering services; advertising and print services; office fit out and building maintenance services; and professional services such as those provided by the Company's external financial auditors.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Our Corporate Offences Policy reflects our commitment to acting in accordance with our core values in all our business relationships. We will review our systems and controls so that these remain effective in ensuring slavery and human trafficking is not taking place anywhere in our supply chains.

Please see our link to our Corporate Responsibility Report:
Robert_Half_Corporate_Responsibility_Report_2025.pdf

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Please see our link to our Corporate Offences Policy: Corporate Offences Policy

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

We identify and assess the risk of potential slavery and human trafficking risk areas in our supply chains using several factors including the supplier's geographical location and the industry in which they operate. As part of our initiative to identify and mitigate the potential risk we assess all existing and new suppliers and have in place a supply chain compliance programme, which consists of:

- Requiring all staff to comply with our Corporate Offences Policy and to avoid any activity that might lead to, or suggest, a breach of this policy.

- Requiring suppliers to agree to comply with the Modern Slavery Act and that they will adhere to the principles set out in our Corporate Offences Policy before they are approved and included in or allowed to continue to be included in, our supply chain.

- Requiring all new suppliers to agree to contractual obligations to avoid slavery and human trafficking and all existing contracts to include these contractual obligations at the next renewal or extension.

- Encouraging all staff and third parties to raise any concerns about any issue or suspicion of modern slavery in any parts of the business or supply chains of any supplier tier at the earliest possible stage and to notify their point of contact, a Managing Director and / or the Legal Department (as applicable).

- Establishing clear communications regarding the Corporate Offences Policy and the Company's zero-tolerance approach to modern slavery between all managers who are responsible for procurement of goods and / or services and all third parties during the procurement process and / or at the outset of each business relationship.

- Protecting staff from victimisation or retaliation if they raise concerns about slavery and human trafficking, even if raised in error.

- Taking any allegation of potential slavery and human trafficking seriously and investigating any allegation diligently.

GUIDANCE TO STAFF

To raise awareness of the potential risks of slavery and human trafficking, we provide guidance to support our employees' understanding of expected behaviours. All staff have been provided with our Corporate Offences Policy and are made aware of the risks of modern slavery and human trafficking in our supply chains and our business.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, clients, associates, third party suppliers, members of the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

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APPROVAL

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Protiviti Limited's slavery and human trafficking statement for the financial year ending 31 December 2025.

The Board of Directors has approved this statement and authorised any Director of the Company, acting individually, to sign this statement.

Signed for and on behalf of Protiviti Limited

/s/ Michael C Buckley

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Michael C. Buckley
Director

29 June 2026

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Date

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