

## **Human and Labor Rights Policy**

This statement is made on behalf of the CRA International, Inc.'s family of companies, including CRA International (UK) Limited (henceforth referred to as "CRA") for the financial year ending January 1, 2022. It sets out the steps taken during the financial year to prevent human and labor rights violations in our business and in our supply chains.

We are publishing this statement in accordance with the UN Declaration of Human Rights, Guiding Principles on Business & Human Rights, and ILO Conventions 87 and 98 as a demonstration of our commitment to human rights and an affirmation of the values we hold and adopt across our businesses for our key stakeholders, including our employees, shareholders, suppliers, and clients.

CRA adheres to the ethical conduct standards laid out in our Code of Business Conduct and Ethics with respect to health and safety, labor rights, confidentiality, and use of company assets. CRA is committed to providing its entire workforce with positive working conditions, open and honest communications, reasonable job security, opportunities for personal growth, training and education, communication of what is expected in each role, along with basic rights and freedoms as laid out in the UN Declaration of Human Rights. We provide reasonable working hours and fair wages to our employees, alongside the rights of freedom of association and collective bargaining in line with ILO Conventions 87 and 98. CRA does not tolerate discrimination on the grounds of gender, gender identity, race, religion, nationality, age, marital status, sexual orientation, disabilities or any other factor prohibited by law. Additionally, CRA is committed to ensuring that our dealings with commercial third-parties reflects our values and our respect for human rights. Our belief is that all our vendors should treat everyone with dignity, free from unlawful discrimination, harassment, or forced labor, and must consider the right to access water a fundamental human right. We are committed to showing that our practices combat human rights violations, and to working with and encouraging our vendors as they uphold the principles in this statement.

### **Our organizational structure and our business**

CRA is a leading global consulting firm that offers economic, financial, and strategic expertise to major law firms, corporations, accounting firms, individuals, and governments around the world. Our experts bring a unique combination of cutting-edge research, state-of-the-art methods, and proven experience to bear on our clients' most complex challenges. Our senior-led teams include leading academic experts and business leaders with experience across industries. Because of our proven skills in complex cases and exceptional strength in analytics, clients depend on our objective, fact-based advice for their high-profile, high-stakes matters.

CRA International, Inc. is the ultimate parent company and is headquartered in Boston, Massachusetts. We have offices in the United Kingdom, Canada, Belgium, Switzerland, Germany, France, Brazil, and Australia, and we provide our services to clients across the world.

### **Our staff**

We are dedicated to maintaining a fair and ethical workplace for all our staff. We prohibit the use of all forms of discrimination, forced labor and any form of human trafficking. We ensure compliance with all applicable employment legislation, including in the areas of right to work, minimum wage, freedom of association, and collective bargaining. Our employees may terminate their own employment by giving the required contractual notice.

### **Our supply chains**

As a provider of professional services, CRA does not have an extensive active supply chain limited to office and computer supplies and travel and hospitality services. As such, we believe the risk of human rights violations existing within this supply chain is very low. However, we do remain vigilant and monitor the level of risk involved when dealing with our suppliers and will take appropriate measures if a higher risk of violations is deemed to exist.

### **Our policies in relation to Human Rights**

We have implemented policies as part of our commitment to ethical business practices. For example, we have our employees and Board of Directors annually confirm compliance with our Code of Conduct and Business Ethics which includes an anonymous complaint process to enable concerns to be raised and resolved. Additionally, our people receive training on ethically handling human-rights related issues, including anti-corruption, anti-money laundering, and anti-bribery.

### **Due diligence**

CRA seeks to use only those contractors and vendors that pledge to uphold the same high standards as we do on human rights, by ensuring all employees and workers are treated with dignity and respect in a fair and ethical environment while adhering to the ILO conventions. We work to identify, assess, and monitor any potential areas of risk in relation to our business and supply chains under our global policy. This includes considering the length of the relationship, nature of what is being supplied, the location from where it is being supplied, and whether such vendors address human rights issues in their business. We will continue to look to manage any risks identified.

### **Looking ahead**

We will continue to monitor and develop our practices with respect to combatting slavery and human trafficking. Our Board of Directors has oversight for enterprise risk, including risks related to this Human Rights policy.

Sincerely,

CRA International, Inc.