

Human Rights Statement

1. Our Commitment

Bain & Company, Inc. (“Bain”) is committed to highest standards of ethical conduct and to upholding internationally recognized human rights in all aspects of our operations, both internally and externally withing the communities in which we operate. This statement affirms our commitment to human rights and our responsibility to prohibit modern slavery, human trafficking and harmful or exploitive forms of child labor.

Our approach is guided by:

- [The UN Guiding Principles on Business and Human Rights \(UNGPs\)](#)
- [The UN Universal Declaration of Human Rights](#)
- [The ILO Declaration on Fundamental Principles and Rights at Work](#)
- [The OECD Guidelines for Multinational Enterprises](#)
- Applicable national laws and regulations, including modern slavery and due diligence legislation

We are committed to continuous improvement in identifying, preventing, mitigating, and remediating human rights risks.

2. Scope

We recognize that human rights risks can arise across a wide range of activities and relationships. This commitment applies to:

- All Bain personnel (employees, contractors, and partners)
- Our **clients and client engagements**
- Our **suppliers and supply chain**
- Other **business partners and third parties**

We expect all business relationships to uphold standards consistent with this statement.

3. Our Salient Human Rights Risks

We recognize that our most significant (“salient”) human rights risks may arise in areas including:

- Labor rights (e.g., forced labor, child labor, working conditions)
- Non-discrimination, diversity, and inclusion
- Employee health, safety, and wellbeing
- Human rights risks within our **supply chain**
- Potential impacts linked to **client work and advisory services**
- Data privacy and responsible use of information

We regularly review and update our understanding of these risks.

4. Human Rights Due Diligence

We implement a risk-based human rights due diligence process consistent with the UNGPs, including identifying risks, preventing and mitigating impacts, tracking effectiveness, and communicating transparently:

a. Identify and Assess

We assess actual and potential human rights risks across:

- Our operations and offices
- Supply chains
- Client engagements and sectors
- Geographic risk exposure

b. Prevent and Mitigate

We integrate findings into:

- Internal policies and controls
- Procurement and supplier management processes
- Client acceptance and engagement considerations
- Training and awareness programs

c. Track Effectiveness

We monitor performance through:

- Internal reviews and audits
- Supplier assessments

d. Communicate

We are committed to transparency through public disclosures and stakeholder engagement.

We take a similar approach to addressing modern slavery risks as further detailed in our annual Modern Slavery Statement

5. Our People

We are committed to a workplace that respects dignity and upholds rights of our personnel, including:

- **Non-discrimination and Equal Opportunity:** A workplace free from discrimination, harassment, or retaliation
- **Fair Wages and Working Conditions:** Commitment to fair compensation and equitable treatment
- **Freedom of Association:** Respect for lawful collective bargaining rights
- **Health, Safety, and Wellbeing:** A physically and psychologically safe work environment

These commitments are reinforced through our Code of Conduct and internal policies.

6. Responsible Client Engagement

We recognize that our work with clients can have broader societal impacts. We:

- Consider human rights risks in client selection and engagement processes where appropriate
 - Seek to avoid contributing to adverse impacts through our advisory services
 - Promote responsible and ethical business practices through our work
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7. Supply Chain and Procurement

We expect suppliers to meet our standards as defined in our [Supplier Code of Conduct](#).

Our approach includes:

- Risk-based supplier due diligence and screening
 - Contractual expectations on human rights and labor practices
 - Ongoing monitoring and engagement with suppliers
 - Escalation and corrective action where issues are identified
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8. Grievance Mechanisms and Speak-Up Culture

We provide accessible channels for raising concerns, including our confidential reporting hotline.

We are committed to ensuring grievance mechanisms that are:

- Accessible to employees and, where feasible, external stakeholders
 - Confidential and non-retaliatory
 - Timely, fair, and transparent
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9. Remediation

Where Bain identifies that it has caused or contributed to adverse human rights impacts, we are committed to:

- Providing for or cooperating in **effective remediation**
 - Supporting corrective action plans
 - Using our leverage to address impacts linked to our business relationships
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10. Governance and Accountability

Human rights oversight is integrated into our governance framework and key functions:

- Senior leadership is responsible for oversight of human rights commitments
 - Relevant functions (e.g., Legal, Compliance, Procurement, HR) are accountable for implementation
 - We regularly review and strengthen our approach
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11. Training and Capacity Building

We provide training and guidance to:

- Employees, particularly those in higher-risk roles (e.g., procurement, client-facing teams)
 - Suppliers and partners, where appropriate
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12. Environmental Responsibility and Human Rights

We recognize the interconnection between environmental sustainability and human rights, including the impacts of climate change and resource use on communities. We are committed to minimizing adverse impacts from our operations and supporting responsible environmental practices.

13. Monitoring, Metrics, and Reporting

We track and report on our progress using relevant indicators. We are committed to continuous improvement and transparency in our disclosures.

14. Continuous Improvement

We regularly review this statement and our practices to reflect evolving standards, regulations, and stakeholder expectations.

Our approach to addressing modern slavery risks is further detailed in our annual [Modern Slavery Statement](#).