

Human Rights Statement

INTRODUCTION

Bain & Company, Inc. (“**Bain**”) is committed to the highest standards of ethical conduct and to upholding and respecting human rights in all aspects of our operations, both internally and externally within 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 exploitative forms of child labour.

Our approach to respecting and protecting human rights is informed by the [UN Universal Declaration of Human Rights](#), our participation in the [UN Global Compact](#), , as well as the [1998 International Labour Organization Declaration on Fundamental Principles and Rights at Work](#), in accordance with national law and practice.

RIGHTS OF BAIN PERSONNEL

Bain is committed to upholding the human rights of its people and encouraging the promotion of human rights through its policies, standards and practices. In our work environment we have identified:

- **Non-Discrimination and Equal Opportunities:** our people have the right to be respected and valued for their differences, with equitable opportunities and outcomes, in an inclusive environment where all can thrive. We respect our colleagues’ rights of freedom of association, to take part in collective-bargaining processes where applicable. We support the elimination of all forms of forced and compulsory labour and the effective abolition of child labour and human trafficking. We aim to pay all colleagues a living wage and achieve pay equity. We are committed to fostering an environment that is free from harassment, discrimination, or retaliation.
- **Employee Safety and Security:** Bain personnel have the right to enjoy a physically and psychologically safe work environment. We share a collective responsibility to maintain a safe environment for our clients, visitors, and ourselves.

Our Bain Code of Conduct underscores our values and our commitment to ensuring a workplace that supports equal opportunity, dignity, and respect.

SUSTAINABLE PROCUREMENT AND SUPPLY CHAIN

Our responsibility to respect human rights extends to business partners in our supply chain. Our [Bain Supplier Code of Conduct](#) details the standards to which we hold our suppliers. These standards include expectations concerning the environment, health and safety, prohibitions against modern slavery, child labour and discrimination, and economic inclusion practices for underrepresented groups. Our Sustainable Procurement Policy describes the ways in which we expect our suppliers to aspire to responsible standards in their business operations, including but not limited to business ethics, climate action, labour and human rights and community development.

ENVIRONMENTAL RESPONSIBILITY

We recognize the interdependence of human rights and environmental sustainability. We are committed to the environment and reducing the footprint of our business operations by identifying, measuring, and offsetting the environmental impact of our global operations in alignment with international standards and best practices.

CONTINUOUS IMPROVEMENT AND ACCOUNTABILITY

We continuously review and improve our policies, practices, and performance related to human rights, seeking input from stakeholders and incorporating lessons learned. We hold ourselves accountable for upholding our commitments and addressing any shortcomings promptly and transparently.

ADVOCACY AND COLLABORATION

Beyond our internal operations, we are dedicated to engaging with communities where we operate in a transparent and respectful manner. We are committed to minimizing any adverse impacts our operations may have on these communities and aim to positively contribute to their social and economic development. Through collaboration, transparency, and continuous improvement, we aim to contribute positively to the advancement of human rights and the achievement of a more just and equitable world.

GRIEVANCE PROCEDURE

In line with Bain's open culture, any human rights concerns can be reported without fear of retaliation: we forbid retaliation of any kind against anyone who, in good faith, reports potential or actual ethical or legal violations. Concerns can be raised with human resources, managers, mentors, partners or office heads. Bain also provides the [True North Line](#) for situations where individuals do not feel comfortable using such channels.

GOVERNANCE

We are committed to integrating human rights considerations into all aspects of our operations, guided by the principles of dignity, equality, and accountability. We will continually evaluate and review how to strengthen our approach to human and labour rights. This statement will be reviewed periodically by Global and Regional Leadership and updated to as appropriate to reflect our commitment to uphold human rights.