

Modern Slavery Act Statement

At Market Intelligentsia, we are committed to ensuring that modern slavery and human trafficking have no place in our operations or supply chains. This commitment is integral to our approach to human rights and ethical business practices.

This statement is made pursuant to section 54 of the United Kingdom's Modern Slavery Act 2015 (the "Act") with respect to the financial year ending December 31, 2024, and outlines the steps Market Intelligentsia has taken and continues to take to prevent modern slavery and human trafficking in our supply chain or business operations in the UK and globally.

Our Operations and Supply Chain

Market Intelligentsia is a market research firm offering a range of solutions, including recruitment, fieldwork, moderation, and project management, with operations and partnerships spanning multiple countries. Although the company is headquartered in the United States, we provide services in the UK and meet the consolidated global turnover threshold required for compliance with the Act.

We partner with a variety of suppliers, ranging from small to medium-sized local providers to larger multinational corporations. Our supply chain includes service providers in areas such as technology, logistics, and project-related support. We have not identified any incidents of modern slavery or human trafficking in our supply chain to date, and we remain vigilant to ensure that such practices are not present.

Risk Assessment and Due Diligence

We consider the risk of modern slavery and human trafficking within our business and supply chain to be low, but we are committed to ongoing monitoring and assessment. Market Intelligentsia has a robust set of policies in place to ensure we conduct our business with integrity and in compliance with applicable laws, including those related to human rights, anti-slavery, and anti-human trafficking.

We maintain a zero-tolerance approach to any form of slavery, human trafficking, or forced labor. To mitigate the risks, we:

- Conduct due diligence on new suppliers and partners, requiring adherence to all relevant legal standards.
- Include clauses in our contracts with suppliers and clients that mandate compliance with laws prohibiting modern slavery and human trafficking.
- Continuously review and assess any relationships with individuals or organizations that may present a higher risk of such violations.

Employee and Recruitment Practices

Our recruitment practices are designed to safeguard against human trafficking and forced labor. We perform eligibility checks to ensure that all employees, whether direct hires or sourced through recruitment agencies, have the legal right to work. In the rare cases where external recruitment agencies

are used, we conduct thorough due diligence on these agencies to ensure they comply with our standards and legal requirements.

Reporting and Whistleblower Protection

Market Intelligentsia encourages all employees to report any concerns regarding compliance with anti-slavery laws through our internal whistleblower channels. Employees are assured that they can raise concerns without fear of retaliation. In addition, we provide access to an anonymous global hotline where concerns about unethical practices, including potential violations of anti-slavery policies, can be reported.

To date, during the fiscal year ending December 31, 2023, Market Intelligentsia's compliance team has not received any reports related to modern slavery or human trafficking within our operations or supply chain.

Monitoring and Enforcement

We closely monitor our suppliers and business partners, evaluating those who may pose higher risks to compliance with anti-slavery laws. Any individual or organization found to be engaging in slavery, human trafficking, or other forced labor practices will be subject to immediate action, including termination of the business relationship.

Market Intelligentsia is committed to regularly reviewing our policies and supply chain practices to ensure ongoing compliance with the Act and the highest ethical standards.