

Modern Slavery Statement

1. Introduction

- Envoy Global and its subsidiaries¹ (the “Company”) are committed to upholding the highest ethical, moral, and legal standards. In this Modern Slavery Statement, we describe how our business, policies, and practices ensure forms of modern slavery and human trafficking do not exist in our operations or supply chains. This statement is applicable to the Company and covers financial year 2024, which ends on December 31, 2024.
 - The UK Modern Slavery Act 2015 requires certain companies to publish an annual statement that describes actions to prevent forms of modern slavery and human trafficking from taking place in their operations or supply chains.
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2. About Envoy Global

- Envoy Global is a global immigration services provider with a mission to make it easier for people to work anywhere in the world. Envoy Global offers an immigration management platform that allows companies to hire and manage an international workforce. Envoy Global is a Delaware corporation with its headquarters in Chicago, IL.
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3. Risk Assessment

- Given the nature of the Company’s business, we consider there to be a relatively low risk of modern slavery and human trafficking within our operations or supply chains.
 - The Company’s internal policies and procedures ensure fair treatment of employees, who largely provide professional services to develop a technology platform and assist customers in hiring and managing employees around the world. In addition, the Company generally engages vendors and suppliers in low-risk sectors, such as information technology, human resources, and legal and other professional immigration services.
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4. Policy on Modern Slavery

- The Company has a zero-tolerance policy to forms of modern slavery or human trafficking in any part of our operations or supply chains. Any issues suspected or identified in relation to human trafficking must be immediately reported to Envoy Global’s General Counsel. The Company will work promptly to resolve any such issues through legitimate and proportional measures.
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5. Procedure on Modern Slavery

- To mitigate the risk of modern slavery and human trafficking in our operations and supply chains, the Company has implemented the following practices:

¹ Envoy India Holdings, Inc., Envoy Global India Private Limited, Envoy International Holdings, Inc., Envoy Global Immigration Pte. Ltd., Envoy Global United Kingdom Limited, Sesam Immigration Services FZ-LLC, Envoy Global France SAS, and Envoy Global Canada Limited.

- The Company maintains our Anti-Corruption and International Risk Compliance Policy, which requires due diligence on third-party vendors to ensure they act ethically in business dealings;
- Employees are required to attend training on our Anti-Corruption and International Risk Compliance Policy;
- The Company has implemented systems to encourage whistleblowing;
- The Company expects its vendors to abide by honest and ethical practices and requires their services to be provided in compliance with all applicable statutes, ordinances, laws, codes, rules, directives, requirements, and regulations;
- Company leadership scrupulously abides by our compliance policies and procedures to set a positive tone at the top;
- Employees are required to review our Employee Handbook, which explains our employment policies and reflects our people-first values;
- Employees are required to attend training on our Modern Slavery Policy; and
- The Company will periodically review all vendor engagements and overall risk profile to ensure consistent practice with our zero-tolerance policy toward modern slavery.

6. Implementation

- Our General Counsel is responsible for implementing and monitoring progress of this and other related policies and their objectives.

7. Board Approval

- Envoy Global's Board has approved this statement.

8. Signature

- Envoy Global's President and Chief Executive Officer, Dick Burke, has signed this statement.