

October 2020



FTI Consulting Human Rights Policy

GLOBAL

HUMAN RIGHTS POLICY

FTI Consulting is committed to providing a work environment that is safe and free from unlawful discrimination and harassment in any form. We are committed to creating an inclusive culture and a supportive workplace in which our people feel comfortable coming to work and being themselves; where everyone is afforded the same opportunities to achieve their personal and professional goals; and where everyone is encouraged to develop, grow and achieve their full potential.

It is our policy to comply with all applicable laws that provide equal opportunity in employment for all persons and to prohibit unlawful discrimination in employment. We do not tolerate discrimination by reason of race, color, religion, national origin or ancestry, gender, gender identity, age, marital status, sexual orientation, status as a qualified individual with a disability, status as a disabled or protected veteran, union affiliation, genetic information, sex, creed, citizenship status or any other factor prohibited by law.

UPHOLDING HUMAN RIGHTS

As part of our commitment to our global community, we uphold individual human rights in all of our operations. FTI Consulting does not discriminate against others on the basis of race, color, gender, age, sexual orientation or identity, national origin, ethnicity, religion, marital status, pregnancy, physical or mental disability or veteran status. This means, in part, that we provide reasonable working hours and fair wages for those who work on our behalf, and we support the right of access to water as a fundamental human right. Additionally, FTI Consulting is committed to protecting the rights of minority groups and women.

FTI Consulting has a zero-tolerance policy for the use of modern slavery in all forms, child or forced labor and human trafficking practices, and the Company maintains internal accountability standards and procedures for employees and contractors failing to meet company standards regarding slavery and trafficking. Further, we will not knowingly do business with subcontractors, vendors or other partners who violate the practices outlined above. FTI Consulting could be held accountable for the conduct of these individuals and entities. Therefore, if you have reason to believe any third party is engaging in any of the above practices, report the misconduct immediately. For more information, contact FTI Consulting's Chief Risk and Compliance Officer.

FTI Consulting is committed to supporting the Ten Principles of the United Nations ("UN") Global Compact on human rights, labor, environment and anti-corruption, as well as the UN Sustainable Development Goals. In light of this commitment, in 2020 FTI Consulting became a Participant of the UN Global Compact. With respect to labor and employment matters, we adopt and adhere to the following principles set forth in the UN Global Compact:

- **PRINCIPLE 1:** Businesses should support and respect the protection of internationally proclaimed human rights.
- **PRINCIPLE 2:** Businesses should make sure that they are not complicit in human rights abuses.
- **PRINCIPLE 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- **PRINCIPLE 4:** Businesses should uphold the elimination of all forms of forced and compulsory labor.

- **PRINCIPLE 5:** Businesses should uphold the effective abolition of child labor.
- **PRINCIPLE 6:** Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Further, FTI Consulting supports and respects human rights as expressed in the Universal Bill of Human Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. The Company also conforms to the [UN Guiding Principles on Business and Human Rights](#), and the OECD Guidelines for Multinational Enterprises.

DIVERSITY, INCLUSION & BELONGING

At FTI Consulting, we recognize that our ability to build and extend a world-class global consulting firm requires attracting the best talent from every talent pool available. Our diversity and inclusion efforts expand globally through a multi-pronged approach focused on recruitment, development, engagement and outreach. We attract and retain professionals with the diverse set of expertise our clients and teams require in order to be successful. Our professionals enhance our brand in the market, and we believe by building diverse and inclusive teams we will continue to attract and retain top talent.

Additionally, we have active initiatives to attract, retain and develop professionals of diverse backgrounds, such as our FTI Women’s Initiative (“FTI WIN”), Diversity Ambassadors Program, Balance Network, FTI WIN Managing Director Transformational Leadership Program and WINtern Program, among other programs and initiatives.

Further firm-wide initiatives to support our diversity, inclusion and belonging efforts include, but are not limited to, the below:

- 50/50 gender balance in hiring at the campus level;
- Résumé ghosting;
- Unconscious bias training; and
- All succession planning for Executive Committee roles must include qualified candidates of diverse backgrounds on the interview slate.

For additional details, see FTI Consulting’s Diversity, Inclusion & Belonging Strategy [here](#).

HEALTH AND SAFETY

FTI Consulting is committed to providing a safe, healthy and efficient work environment for our employees. Employees at all levels are expected to perform their work duties in a safe manner and maintain a work environment that is conducive to maintaining the health and safety of themselves and others. Our employees are subject to a number of health and safety obligations, including:

- Compliance with safe work practices, with the intent of avoiding injury to themselves and others;
- Cooperation with the Company on matters involving health and safety;
- Correctly using work items provided by the Company, in accordance with any training or instructions;
- Neither interfering with nor misusing anything provided for employee health, safety or welfare; and
- Reporting all health and safety concerns to an appropriate person.

For additional details, see FTI Consulting’s Health & Safety Policy [here](#).

HARASSMENT AND DISCRIMINATION

It is our policy and practice to maintain and foster a work environment in which all employees are treated with decency and respect. Accordingly, FTI Consulting has adopted a policy whereby discrimination and all forms of unlawful harassment will not be tolerated, including but not limited to, sexual harassment. This means that all allegations of unlawful discriminatory or harassing conduct toward any employee, client, contractor or other person in our workplace or at a worksite where our employees perform their services and/or work responsibilities will be thoroughly investigated, and FTI Consulting's disciplinary policy will be vigorously enforced. FTI Consulting is committed to taking all reasonable steps to prevent harassment and will make every reasonable effort to address and correct promptly and completely any harassment that may occur.

We have several options of reporting harassing behavior:

- Discuss the behavior with your performance manager;
- Contact your Human Resources leader or the Employee Relations department;
- Contact the FTI Consulting Integrity Helpline: 1-866-294-3576.

CODE OF CONDUCT/ETHICAL EXPECTATIONS

FTI Consulting expects its employees and contractors to exercise the highest degree of ethics in all actions they undertake on behalf of the Company. To further that objective, we expect our employees and contractors to act in conformity with the Company's policies and procedures to establish best business practices, align the interests of employees and contractors with those of the Company's stockholders, enhance accountability and fulfill the Company's obligations under applicable federal and state laws and regulations.

For additional details, see FTI Consulting's Code of Ethics and Business Conduct [here](#).

TRAINING & SUPPORT

Our people receive training on a variety of human rights-related issues, including but not limited to, equal employment opportunity, diversity, money laundering, bribery and corruption.

Further, FTI Consulting requires that all employees complete a Code of Ethics & Business Conduct training upon joining the Company and periodically thereafter. FTI Consulting also requires unconscious bias training for all employees with management responsibilities to ensure they are creating an inclusive team environment that supports our company-wide efforts to foster a diverse and inclusive work environment in which the rights of all professionals are respected and upheld.

CORPORATE CITIZENSHIP

Each day, our experts bring their definitive expertise, tenacious culture and practical experience to our clients to have a meaningful impact on the risks and opportunities they face. This same strategy translates to our firm's [Corporate Citizenship Program](#), which is focused on two key stakeholders: our people and the communities where FTI Consulting and our clients do business. As a responsible corporate citizen, we commit to:

- Investing in our employees and their goals;
- Serving our clients with integrity and excellent service;

- Maximizing long-term value for our shareholders;
- Making a positive impact in the communities in which we do business; and
- Minimizing our negative impact on the environment.

Through FTI Consulting's Corporate Citizenship Program, our people are empowered to support the causes that matter to them, empowering a more connected community and a stronger firm culture.

EMPLOYEE ENGAGEMENT

It is our expectation that employees participate in firm-wide activities and programs intended to inform, obtain feedback, meet with leaders and colleagues and encourage team building. There are robust opportunities for employees to provide feedback, such as the annual employee engagement survey, culture workshops, the annual global town hall, quarterly office meetings, the 360° feedback program and exit surveys, among others.

Delivering a great employee and work experience is critical to FTI Consulting's ability to attract and retain top talent. FTI Consulting annually conducts an employee engagement survey to measure employee satisfaction and the firm uses the results of the survey to focus our efforts to continually enhance the employee experience.

Sixty-five percent of FTI Consulting's global employees took the 2019 employee engagement survey. Of those surveyed, 80% of employees "Strongly Agree" or "Agree" that they feel satisfied and engaged at work; and overall satisfaction and engagement exceed 70% across every business segment, region and job level.