



Huron's Health and Safety Policy

NOVEMBER 2021

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Huron Consulting Group Inc. ("Huron") is committed to providing a safe and healthy workplace at our office locations for our employees and visitors. Keeping our workplaces free of hazards and safety risks enables us to meet our duty of care to our employees and eliminates distractions caused by health and safety risks. Huron complies with applicable workplace safety laws and regulations in the locations where we do business and engages in ongoing monitoring and evaluation of our protocols to assess their effectiveness.

Huron's commitment to health and safety cascades from the top of the organization to all levels. By setting the tone through their own actions, leaders influence and instill a culture where employee safety is paramount.

When working from a Huron office, we expect our employees and anyone visiting our offices to follow our safety rules, policies and procedures for everyone's well-being. Adherence to health and safety practices is the responsibility of all our employees, visitors and contractors. This policy sets out Huron's and its employees' responsibilities regarding workplace health and safety with the aim that together, we can keep the workplace safe and productive.

Huron's Responsibilities for Health and Safety

Huron is committed to:

- Identifying hazards, assessing risk, and implementing control strategies and training to minimize risk of injury or illness to our employees.
- Ensuring that relevant health and safety laws and regulations that apply to working conditions are observed and enforced.
- Evaluating and monitoring our policies and procedures addressing health and safety to make sure they are relevant to current health and safety risks and are current with changes in laws or regulations.
- Maintaining a reprisal-free work environment so that employees feel free to raise any issues or concerns related to health and safety.

Employees' Responsibilities for Health and Safety

Employees have a duty to:

- Strictly follow Huron's workplace procedures and practices and all laws, regulations or other directives intended to ensure their health and safety.
- Refrain from any conduct or misconduct that they know or reasonably ought to know is dangerous to their own health and safety or to that of others within the workplace.
- Advise Huron in a timely manner of any dangerous or hazardous workplace conditions and promptly report any work-related injuries or illnesses to a supervisor.
- Not misuse, damage, refuse to use or interfere with anything provided in the interest of workplace health and safety.
- Provide feedback to management regarding decisions that affect their health and safety in the workplace.
- Encourage and cooperate with fellow employees to create and maintain a safe and healthy work environment.

Traveling Safely and Securely for Huron

Huron's business of providing consulting expertise to our clients means that often our employees are traveling and visiting our clients across the globe. With that in mind, Huron has partnered with International SOS ("ISOS") which provides all of our employees with security and medical support when traveling outside their home country. ISOS also offers online access to security, medical and travel information so that our employees and Huron can make informed decisions regarding business travel. Through integration with Huron's approved travel management companies, ISOS provides Huron with the ability to track all business travel and account for Huron employees in a time of crisis. We care that our employees feel safe and secure when they are traveling internationally on behalf of Huron. For our employees it means the following added protection and security:

- Wherever our employees live or travel internationally on Huron's behalf, they have 24/7 access to a network of assistance centers and health and logistics professionals, including 5,200 full-time physicians, with local expertise, and a global network of more than 79,000 approved and vetted healthcare providers.
- Before traveling, our employees can review current security and medical information regarding their destination of travel and subscribe to email alerts to stay informed when traveling.

Proactive Risk Management

Given the nature of Huron's business, which is largely performed in an office-type setting, we do not have the same level of safety risk that other companies may have. Nonetheless, injuries may happen from time-to-time and when they do, they are investigated to understand why the incident occurred and how it can be prevented from recurring. This also serves to continuously improve our processes and procedures to create a safer workplace for all employees.

As a people-focused business, another important step that Huron takes to help ensure the safety of our employees, clients and others with whom we do business, is to require that a criminal background check be conducted for all of our new hires. By conducting this check, we minimize the risk that we are bringing someone into the workplace who poses a direct safety threat to our employees or others with whom we perform work.

In addition, we strive to maintain a violence-free workplace. Therefore, we do not tolerate any violent, threatening or harassing behavior at our worksites, and such behavior will be met with disciplinary action, up to and including termination if the behavior is exhibited by an employee, or being banned from the premises if presented by a visitor or contractor. Working in tandem with our violence-free workplace policy, we have also developed an active threat training video for employees and an active threat response plan to guide and manage a response should there be an active threat at a Huron worksite. Through this plan, we have documented roles, responsibilities and required actions to effectively respond to an active threat.

Non-Retaliation

No one will be subject to retaliation for reporting unsafe working conditions or practices in good faith. Any employee can raise a concern or file a complaint by either contacting their Human Resources Manager or reporting a concern to our Senior Director of Global Security. Employees may also make an anonymous complaint by calling Huron's 24-hour Helpline at 1-800-690-8135.