

CHRISTIE'S MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2025

This statement has been prepared jointly for **CHRISTIE'S INTERNATIONAL PLC** and its subsidiary **CHRISTIE MANSON & WOODS LIMITED** (together "**Christie's**") in compliance with section 54 (1) of the Modern Slavery Act 2015 (the "**Act**"), in respect of the financial year ended 31 December 2025 (the "**Financial Year 2025**"). This statement has been approved by the board of Christie's International plc on 25 June 2026.

Modern slavery is an international crime, it encompasses human trafficking and slavery, servitude and forced or compulsory labour. Christie's understands its responsibilities and has therefore implemented a zero-tolerance approach to, and remains committed to playing its part in the eradication of, any and all of the various forms of modern slavery and human trafficking by ensuring potential risks in our business and supply chains are identified and mitigated appropriately.

This statement sets out the steps that Christie's has taken to identify and mitigate modern slavery risks in its business and supply chain, and in doing so has received contributions from various teams, including without limitation Human Resources, IT, Operations, Procurement, Legal and Compliance. There were no specific concerns raised relating to modern slavery in the Financial Year 2025, either through the due diligence process, or Speak Up, a whistleblowing and grievance reporting tool.

1. Business Structure and Supply Chain

Founded in 1766, Christie's is a world-leading art and luxury business with a physical presence in 46 countries throughout the Americas, Europe, Middle East, and Asia Pacific, and has flagship international sales hubs in New York, London, Hong Kong, Paris and Geneva. Further details on our locations of operation can be found on our [website](#).

Christie's is renowned and trusted for its expert live and online-only auctions, as well as bespoke Private Sales, offers unparalleled network of specialists offers clients a full portfolio of global services, including art appraisal, art financing, international real estate and education. Christie's auctions span more than 80 art and luxury categories, at price points ranging from \$500 to over \$100 million.

Christie's supply chain utilises external suppliers to support its business, and outsources many services such as shipping, storage, security, publishing, printing, distribution and IT services, as well as catering, cleaning, and hospitality services to third party providers (our "**Suppliers**"). We acknowledge that we may not have full visibility of all of the operations and working practices of our Suppliers, which could potentially expose Christie's to modern slavery risks.

To identify and mitigate modern slavery risks in our supply chain, Christie's undertakes proper due diligence on its suppliers, and seeks confirmation from them that they are compliant with the Act, operate fair

working practices and take steps to manage their risk exposure. We do so typically by imposing this as a contractual obligation for every contractor that we engage. We recognise our role as a customer to play an active part in supplier conduct and we have adopted various means to clearly communicate our expectations to suppliers and to guard against the risk of involvement in modern slavery.

2. Risk Management Governance and Policies

The Board of Directors has overall oversight and responsibility for risk management, including modern slavery, and it relies on the risk management team within Christie's to support in this endeavour. However, as the responsibilities for identifying potential human rights or modern slavery extend to every stakeholder, Christie's has implemented various employee policies and the EthicsPoint 'Speak Up' tool that encourage and enable employees to inform Christie's of and deal with any breach of our values that relates to slavery and human trafficking appropriately.

Christie's policies outline its commitment to complying with applicable legal and regulatory requirements, and set out its expectations and approach to modern slavery and human rights.

Anti-Slavery and Human Trafficking Policy

Our Anti-Slavery and Human Trafficking Policy (the "**Anti-Slavery Policy**") demonstrates our zero tolerance approach to slavery and human trafficking and commitment to ensuring that our business, relationships and supply chains across our global regions are free from slavery and human trafficking. The Anti-Slavery Policy includes our company values and our process for escalating concerns. It is available on our internal intranet to all staff members and we expect full compliance by our employees and suppliers .

Employee Code of Conduct

Christie's reputation is built on the highest standards of integrity. Our Employee Code of Conduct (the "**Employee Code**") reiterates Christie's' commitment to ensuring fair working conditions that are free from slavery and human trafficking in our workplaces and supply chains. The Employee Code as well as applicable policies and procedures are available on our intranet, and every employee is required to comply with them.

At Christie's, we recognise that our employees are a key component of our success and through our policies, we set out clear parameters for employee behaviour including the expectation for all employees to apply a zero-tolerance approach to slavery and human trafficking, regardless of their role. In addition, the Employee Code draws the attention of employees responsible for procuring services to the Supplier Selection and Management Process that they must follow, which encompasses the due diligence processes set out below in section 3.

Supplier Code of Conduct

We expect our suppliers and strategic partners to embrace the highest standards of integrity and ethical behaviour. Based on our core values, our Supplier Code of Conduct (the “**Supplier Code**”) sets out the standards of behaviour we expect from our suppliers and strategic partners. The Supplier Code covers Fair Working Conditions, Health, Safety and Environment and Transparency and Responsibility.

The Supplier Code states that Christie’s reserves the right to audit suppliers’ compliance with the Supplier Code and to terminate our relationship with suppliers in the event of serious or persistent non-compliance with the Code. The Code requires compliance with global anti-slavery legislation, including the UK Modern Slavery Act 2015 and any other applicable anti-slavery provisions. For more information, please see section 3.

Whistleblowing

Employees and individuals throughout Christie’s value chain including clients and suppliers are encouraged to speak about any potential or suspected wrongdoing, promptly by reporting their concerns to their line manager, Human Resources or Legal and Risk. Concerns can also be raised through the Christie’s EthicPoint, a comprehensive and confidential reporting tool, hosted by a third party organisation, to help employees “Speak Up” and report concerns about malpractice or wrongdoing in connection with our business.

Christie’s EthicsPoint is an externally managed online and telephone reporting tool which is available 24 hours a day, 365 days a year. No concern relating to suspected modern slavery was raised in financial year 2025.

3. Supply Chain Due Diligence Process

In order to minimise our risks as a business, we undertake the following Supply Chain Due Diligence Process steps and practices:

- our new suppliers are evaluated through our Supplier Selection and Procurement Management Process, which includes the completion of our Supplier Due Diligence Questionnaire which has been translated into French and Chinese to ensure accessibility over global regions ;
- our Supplier Selection and Procurement Management Process includes a requirement to ask suppliers to confirm, by signing up to our Supplier Code, their adherence to fair working and ethical business practices, including compliance with the Act and commitment to ensuring that their supply chains are free from human trafficking, child and forced labour;
- on an exceptional basis, we may accept a Supplier’s own code of conduct if they align with our Supplier Code;
- our Legal team ensure that contracts that we enter into with our suppliers reflect key standards around ethical behaviour, and that our contracts with third parties include clauses on modern slavery and anti-bribery;

- where possible, we build long standing relationships with local suppliers and contractors and make our expectations clear on what we regard to be ethical and good business behaviour;
- our Anti-Slavery Policy and Employee Code as detailed in section 2 encourages employees to report any concerns, including about suppliers, under our Whistleblowing Policy and/or by using the “Speak Up” tool (see above); and
- we ensure that contractor and supplier health and safety risk assessment processes are in place.

Christie’s is mindful of the need to ensure that our business continues to maintain the best possible standards and as such, our practices and procedures in selecting and onboarding our suppliers are under continual review. During 2025, we undertook a comprehensive review of the classification of suppliers and implemented a new system to place suppliers in tiers which will inform the levels of due diligence required.

4. Risk Assessment and Management

During 2025, in conjunction with the relevant business teams, the Christie's Legal team conducted an annual review and continued to monitor categories of services and departments within the business that have been identified as potentially being at risk of exposure to modern slavery and human trafficking (the “**Annual Risk Assessment**”). Due to the nature of goods and services being procured, areas identified in higher risk categories include where we outsource services, and our recruitment practice.

A) Suppliers

Similar to previous years, we continue to identify suppliers of IT, Facilities, Security and Shipping in our supply chain that potentially have greater exposure to modern slavery risks. We have made this assessment on the basis that these services typically use temporary workers, often in lower paid professions, potentially who have come from abroad on temporary work visas, and may be more vulnerable to unfair working practices such as long work hours without breaks and being paid less than the local minimum wage.

B) Recruitment Practice

Our HR team confirmed as part of the Annual Risk Assessment that processes, including ensuring that the rate of pay is discussed and agreed in advance when Christie’s engages with temporary work agencies to ensure minimum wage is received, are followed to ensure that fair working practices are in place. This is reviewed across all temporary roles when the minimum wage is adjusted by the government and then communicated back to the agency. Christie’s continues to cultivate long-standing business relationships and therefore has the preference of using agencies that we have worked with in the past. If it is necessary to use new agencies, we carefully review appointment. Our agencies hold responsibility for ensuring all temporary workers have the relevant right to work.

We have professional HR teams in place in all key jurisdictions with dedicated personnel responsible for compensation alongside the compensation team situated in London which exercises global remit and

responsibility. The HR team in London ensures it is up to date with relevant local legislation including changes to minimum wage, and engages local experts as required in particular jurisdictions. Market data is used to calculate the wages of our workers and to determine salary bandings, that we target to be in the median to upper quartile. Reviews of the London ‘living wage’ and the global statutory minimum wage are performed on an annual basis.

C) Findings

Through the completion of our Annual Risk Assessment we have not to date found any evidence of practices of our existing suppliers that violate our values contained within our Anti-Slavery Policy internally and no issues relating to Modern Slavery which have been reported externally in relation to our suppliers. The assessment concluded none of the areas of Christie’s’ business are at high risk of exposure to modern slavery, however, it is reiterated that IT, Facilities, Shipping and Operations and other departments must remain diligent and alert to the potential risks in these areas, and wherever necessary to take action to raise any concerns regarding our supply chains and our internal recruitment practices.

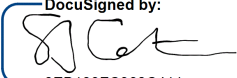
5. Assessing the Effectiveness

The following table outlines the key focus areas we identified and track progress in ensuring effective modern slavery risk management. Where data is not yet available, continued efforts are being made to ensure data are captured and reported in 2026 and beyond:

Key Focus Area	Indicator	2025
EthicsPoint Whistleblowing Reporting	Number of modern slavery incidents reported	0
Suppliers adhering to the Supplier Code	Number of new suppliers onboarded through our procurement process signed up to Supplier Code in 2025 (or confirming an aligned code of their own)	100%
	Number of existing suppliers signed up to the Supplier Code in 2025	We continue to work with our existing supplier base to encourage adherence to our Supplier Code when contracts are up for renewal and raise awareness throughout the business to ensure smaller suppliers not engaged through the procurement function are also required to sign the Supplier Code.

Employees	Modern Slavery training	We endeavour to provide online modern slavery refresher trainings especially to staff in key risk areas in 2026/2027.
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We will continue to investigate further steps that we can take by reviewing best practice and benchmark Christie’s against our peers in our industry, and review and update our key focused areas informed by what we learn.

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Sophie Carter
Signed for and on behalf of Christie’s International plc
Date of Signature: 29 June 2026