



## MODERN SLAVERY STATEMENT

### Introduction

We recognise that modern slavery is a serious global issue. ibex gale takes a zero-tolerance approach to this by ensuring that our business is conducted ethically and in compliance with all applicable laws and regulations. Due to the nature of our business, we assess ourselves to have a low risk of modern slavery.

### Recruitment

ibex gale takes a comprehensive approach to recruitment, we carry out appropriate referencing checks and ensure all staff employed in the business have a legal right to work in the UK.

### Training on Modern Slavery

We encourage our employees to look out for signs and signals in relation to modern slavery and trafficking, including any involving clients.

### Policies

The following ibex gale policies are relevant to modern slavery:

- Whistleblowing policy - ensures that all employees understand how to raise concerns when there is suspected wrongdoing within the working environment without fear of reprisals.
- Holiday policy - this does not place any limit on holiday for our employees, and we ensure that the legal minimum requirement is taken each year.
- Homeworking, Health and Safety and DSE policies – ensure that our employees are working in a safe and hygienic environment.

### Pay

We comply with the National minimum wage and living wage as set by the UK government.

### Supply Chains

We do not use supply chains within our services.

We understand that modern slavery is an ongoing issue and will continue to revisit and measure the effectiveness of the steps that we take as a business.



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