

Modern Slavery and Human Trafficking Statement

Introduction

Ibex Gale is committed to ensuring that modern slavery and human trafficking are not present in any part of our business or supply chains. Due to the nature of our business, we assess ourselves to have a low risk of modern slavery. This statement outlines the steps we have taken to address the risks of modern slavery.

Our Business

Ibex Gale is a leading consultancy firm specialising in Workplace Investigations, Organisational Culture, Conflict Resolution, Change Management, and Governance and Assurance.

Ibex Gale is dedicated to creating exceptional workplaces where people can thrive. Our services include conducting sensitive investigations, managing large-scale organisational changes, and resolving conflicts through mediation. We are committed to ethical practices, professional rigour, and a people-centric approach, ensuring positive outcomes for our clients and our employees.

Our Approach

We are committed to ethical business practices and the principles of human rights. We recognise the importance of addressing modern slavery and are taking steps to improve our practices. We encourage our employees to look out for signs and signals in relation to modern slavery and trafficking and offer training where necessary.

Our Policies

We have implemented the following policies to identify and mitigate the risks of modern slavery:

Whistle-Blowing Policy We encourage all employees, customers, and suppliers to report any concerns related to our direct activities or supply chains.

Supplier Code of Conduct We require all suppliers to adhere to our Supplier Code of Conduct, which includes provisions on forced labour and human trafficking.

Recruitment Policy We ensure ethical hiring practices, prohibit forced labour, and guarantee all employees work freely and are treated with respect.

Due Diligence Processes

We conduct due diligence on all new suppliers and regularly review our existing suppliers. Our due diligence process includes:

- Assessing potential risk areas in our supply chains.
- Conducting supplier audits and assessments.
- Requiring suppliers to certify that they comply with our Modern Slavery Statement.

Conclusion

Ibex Gale is committed to playing our part in the fight against modern slavery and human trafficking. We will continue to review and enhance our policies and practices to ensure that our business and supply chains are free from modern slavery.



This statement has been approved by the Board of Directors and will be reviewed and updated annually.