

Modern Slavery and Human Trafficking Statement

Introduction

It is a priority for Gibbs Hybrid Limited to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

As a globally diverse, woman owned and ethnic minority-owned business, providing project consultancy, strategic resourcing and talent services, our employees, candidates and the resources we supply are the focus of everything we do. Our staff receive training that enables them to identify signs of trafficking and modern slavery as part of our procedures and enable them to take swift action should this be necessary. We are taking appropriate measures to ensure that everyone who works for us benefits from a working environment in which their fundamental human rights are respected and anyone we do business with also upholds these principles.

Organisation's structure

We are a global provider of IT & Business Services providing project consultancy, strategic resourcing and talent services, in the Technology, Regulatory, Infrastructure, Development, Architecture, Business & Technology Change and Operations supporting clients across Financial Services, Banking, Technology and FMCG. We are a part of the Atrium Group of companies (**Group**). The Group has over four hundred employees worldwide and operates across the UK, Europe, Middle East & Africa and US.

Our business

Our business is organised into three business units: Programme Solutions, Talent Services and Workforce Solutions.

Our supply chains

Our supply chains largely consist of companies, individuals and consultancies that provide the services and goods that enable us to operate our business.

Our policies on slavery and human trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiatives to identify and mitigate the risk of modern slavery and human trafficking, we have a robust supply chain compliance programme and all suppliers are subject to due diligence and strict compliance checks to ensure compliance with statutory requirements and industry sector best practice. Due diligence is also undertaken on all candidates and this includes (but is not limited to) identity verification and right to work checks.

We also have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain comply with our values, ethics, policies, statutory requirements and industry sector best practice, these are incorporated into all our agreements with suppliers as contractual obligations.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide regular training to our staff. We also require our business partners to provide training to their staff, suppliers and providers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2022.

Farida

Farida Gibbs, CEO

Gibbs Hybrid Limited

July 2023