



This statement sets out the steps GBG has taken to address and mitigate the risk of slavery, human trafficking and child labour taking place in our supply chains or in any part of our business. We recognise that all businesses have a key role to play in preventing all types of modern slavery in their own business and supply chains through the promotion of ethical business practices and policies. We are continually considering ways of maximising positive societal contributions of both our own business and that of the companies we work with. We believe it is our ability to establish trust between businesses and their customers that places us at the heart of the global digital economy. Our customers need innovative digital solutions to grow, reduce online fraud and meet increasingly stringent compliance regulations. GBG offers practical solutions and tools to enable organisations to engender trust with their customers, help them to mitigate ethical risk within their own business and keep principled practices at the heart of their business models.

At GBG, we are committed to improving our policies and practices to understand the risk and address the risk and address modern slavery, labour exploitation and human trafficking within our operations and supply chains. Due to the nature of our services, we believe the risk of modern slavery in our supply chains is low, however, we are not complacent and will continue to focus on improving our procedures and policies to ensure that there is no modern slavery in GBG's supply chains. We expect the same commitment from our suppliers, contractors and business partners.

Globally there are nearly 50 million victims of modern slavery in the world today (According to the International Labour Organisation, Walk Free Foundation and International Organisation for Migration). Modern slavery is an umbrella term used to describe the illegal exploitation of others for personal or commercial gain. There are various forms of modern slavery, these are known as:

- Forced labour

- Bonded labour

GBG was founded in 1989 and has grown through organic growth and acquisitions since then, which are all reported under the GBG brand globally. Together, we provide business solutions aimed at informing decisions about customers in key areas:

- facilitating the registration of identity data, such as name and address, contact information and social network IDs, quickly and with minimum impact on the customer experience. GBG's technolo



Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation are prohibited.

As we develop our thinking around modern slavery, we will continue to update our procurement and governance processes to ensure compliance to both legal requirements and industry best practice. This includes the ongoing development and improvement of our formal supply chain due diligence process.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we circulate and share our Modern Slavery statement with team members annually. In addition all new starters are required to review and confirm their understanding of our Modern Slavery statement as part of their online induction process.

We recognise that the fight against modern slavery is not static. Therefore, to improve our mitigation and to ensure we can demonstrate our continued commitment to eradicating slavery and human trafficking from our supply chains we will continue to monitor and modify our approach.

One of the key ways we are doing this is through partnering with the Slave-Free Alliance to help us create and adapt the structures and processes needed to improve our approach systematically. Together we have performed a gap analysis to identify opportunities to strengthen our commitment and the strategy needed to deliver on these. We will also continue to take the following steps:

- Improve team member awareness on modern slavery through updated training.

- Review our procurement strategy for GBG, to ensure appropriate processes and sufficient control over who we spend our money with and the due diligence required prior to placing orders.

- Ensure suppliers support GBG's principals as set out in its Modern Slavery Statement and that they comply with applicable legislation and regulatory requirements.

- As part of the onboarding process of new suppliers, our standard Terms and Condition include strong obligations regarding compliance with Modern Slavery legislation.

- Instances of non-compliance are assessed on a case-by-case basis and any remedial actions are tailored appropriately.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 March 2023. The statement has been approved by the Board of GB Group Plc on 20 July 2023 and signed by David Ward, CFO of GB Group Plc, on 20 July 2023.

