



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

IBI Group Policy Document
2021

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Modern Slavery and Human Trafficking Statement

1 Introduction

Legislators around the world require certain businesses to provide disclosure concerning their efforts to address the issues of modern slavery and human trafficking. The disclosures are intended to provide consumers the ability to make better, more informed choices about the products and services they buy and the companies they support.

2 Our Declaration

IBI Group is a globally integrated architecture, planning, engineering, and technology firm. A core value at IBI Group is that we conduct ourselves ethically, with integrity, honesty and respect. Slavery, human trafficking, servitude, forced or compulsory labour and exploitation of any kind (together “**Modern Slavery**”), constitute some of the grossest violations of human rights and dignity in our society. IBI Group is steadfastly committed to conducting its business ethically, and expects not only its employees, officers and directors, but also its partners, agents, consultants, subconsultants and volunteers, to conduct themselves ethically, with integrity, and in such a manner, so as to support and implement a zero tolerance policy towards Modern Slavery.

3 Organizational Policies

Our commitment to human rights is outlined in our *Code of Business Conduct and Ethics*. Every director, officer and IBI Group employee must know, understand, and adhere to it, as well as the procedures and related policies it references. This is what we expect and rely upon when we work with one another, interact with clients, address shareholders, collaborate with business partners, and contribute to our communities.

IBI Group further adheres to its Safeguarding Children and Young Persons Policy, which recognises that the welfare of children and young persons is paramount, such that all children and young persons have the right to equal protection from all types of harm or abuse regardless of race, national or ethnic origin, colour, religion, age, gender, sexual orientation, disability, marital or family status.

IBI Group continuously seeks opportunities to enhance our commitment to the eradication of Modern Slavery.

4 Verification and Risk Assessment

Our industry experience and internal review mechanisms allow us to evaluate who we conduct business with, so as only to engage with those that share our vision and values outlined in our organizational policies. We regularly update tools, templates and processes to bolster our

commitment to ethical practices and demand the same commitment of those of whom we conduct business with.

5 Training and Resources

We offer a variety of training and resources to our professionals to assist with their ongoing responsibility to meet their professional obligations and promote IBI Group's values.

6 Approval of Board of Directors

This Statement has been approved by IBI Group's Board of Directors, who review and update it annually.

Document Control:

Modern Slavery and Human Trafficking Statement

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