

Slavery and Human Trafficking Statement

This is our annual statement of slavery and human trafficking, made in compliance with Section 54 of the Modern Slavery Act 2015 (the "Act"), in which we explain how slavery and human trafficking can affect our business and the steps we are taking in the fight against it. We make this statement on behalf of all companies within the Gattaca plc group, as relevant.

Our Business

Gattaca plc is a global recruitment business operating from offices in 10 countries spanning 4 continents. We are a leading provider of specialist recruitment services to the Engineering and Technology industries, both in the UK and internationally. With 14 offices across four continents, Gattaca is a global business with the ability to offer candidates and clients a localised service on an international scale. We pride ourselves on our knowledge of the sectors we serve and our ability to build strong, lasting relationships with clients and candidates.

The Gattaca group of companies boasts the UK's number one engineering recruitment specialist (Matchtech) and a top five technology recruitment specialist (Networkers), as well as a number of other successful complementary brands with particular expertise in recruitment and related services for the following sectors: accountancy, HR, marketing, sales, procurement, logistics, training and education. We share the same values and ways of working across all of our brands. Our vision is to be the leading specialist recruiter in all our markets.

Our supply chain is comprised of suppliers who provide goods and services to the Group, as well as those who are involved in the services we provide to our clients. This includes umbrella companies, other recruitment agencies and workers who provide services via limited companies.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains.

We have a Code of Professional Conduct which we expect all of our employees to adhere to and which outlines our core values and principles to act responsibly, honestly and fairly when conducting our business.

We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude. We ask our suppliers to hold their suppliers to the same high standards.

Our Anti-Slavery Policy reflects this commitment and deals with the implementation and enforcement of effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our Approach

Our approach to tackling the risk of slavery and human trafficking within our business includes:

- Requesting suppliers to sign our Supplier Code of Conduct, which includes provisions relating to slavery and human trafficking;

- In line with our Responsible Procurement Policy, ensuring that our suppliers and contractors are alert to the risks of slavery and human trafficking and communicate to us the steps they are taking to address this issue;
- Following robust placement processes including compliance checks, identity checks and greater scrutiny of higher-risk placements;
- Having a dedicated contractor on-boarding team which provide independent evaluation of placements and a secondary direct contact for the worker to report any concerns regarding slavery and human trafficking;
- Maintaining oversight at Group level through our Group Legal & Compliance team to whom all employees can address issues of concern;
- Maintaining a whistleblowing policy and procedures to support staff and contractors who raise any concerns; and
- Engaging with other organisations and professional bodies to learn and share best practice, including membership of the Recruitment and Employment Confederation and the Association of Professional Staffing Companies. We are licensed by the Gangmasters Licensing Authority, demonstrating our commitment to protect workers from poor treatment and exploitation.

Further Action

We recognise that the risk of modern slavery and human trafficking is continual. To that end, we intend to take the following steps over the next 12 months to further ensure that modern slavery and human trafficking are not present in our business or supply chain:

- Undertake a further risk assessment mapping out the Group's supply chains and identifying potential elevated risks of modern slavery;
- Review and update, as necessary, our client and contractor contracts;
- Review the Group's whistleblowing policies and procedures to specifically accommodate the reporting of modern slavery issues in the business and supply chain; and
- Implement an internal training program, with targeted training for those involved in procurement and/or with responsibility for supply chain management.

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 ended 31 July 2016.



Brian Wilkinson
Chief Executive Officer
Gattaca plc

Date: 31 January 2017