

Modern Slavery statement

for financial year 1 Aug 2016 – 31 Jul 2017

This statement is made on behalf of all companies and brands within the Gattaca Group, 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 2017.

This statement was approved by the Board of Directors on 30 January 2018.

Introduction

Our values underpin everything we do. They reflect our ambition and shape who we are as an organisation. These include striving to set an example, aiming to make a positive difference to everyone we work with and being accountable for everything we do.

These ways of working directly relate to the responsibility we take in our part to combat slavery and human trafficking issues.

Gattaca's structure and business

Gattaca plc (Gattaca) is an international recruitment business providing outsourced staffing solutions and recruitment services to those operating in the engineering and technology markets.

Over 800 people work for Gattaca across an international network of offices spanning four continents.

The Gattaca Group consists of a number of specialist recruitment brands including:

- Matchtech; the UK's number one engineering recruitment specialist;
- Networkers; a top five technology recruitment specialist;
- Cappo; offering resource solutions within the oil, gas and petrochemical markets;
- Barclay Meade; specialising in professional staffing across commercial management, finance & accountancy, HR, procurement, sales & marketing and supply chain management; and
- Alderwood; providing permanent recruitment services within the skills and employability training markets.

As the parent company, Gattaca provides the infrastructure, tools and governance to the rest of the group. All of our Group Support functions operate under the Gattaca brand.

We pride ourselves on our knowledge of the sectors we serve and our ability to build strong, lasting relationships with clients and candidates.

We share the same values and ways of working across all of our brands. Our vision is to be the leading provider of outsourced solutions and specialist recruitment in our chosen markets.

Gattaca's Supply Chains

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 candidates and clients. This includes payroll management companies, other recruitment agencies and workers who provide services via limited companies or as a self-employed consultant.

We have a zero tolerance approach to slavery and human trafficking in our business and our supply chain. We will not work with any supplier organisation that has been found to have knowingly been involved in slavery or human trafficking.

As part of our contracting processes we include specific prohibitions against any form of slavery or human trafficking. We expect our suppliers to adhere to the same high standards, and take steps to ensure this approach is reflected in their supply chains.

Our policies on slavery and human trafficking

Our Group Code of Professional Conduct (Code) outlines our core principles to act ethically and with integrity in all our business dealings and relationships. All employees are expected to adhere to the Code and its underlying principles.

Specifically in reference to slavery and human trafficking, the Code sets out our commitment to implement, enforce and monitor effective systems and controls to ensure that neither slavery nor human trafficking is taking place anywhere in our business or in any of our supply chains.

Our Group Modern Slavery Policy addresses in further detail the responsibilities of all employees to prevent, detect and report any concerns of slavery or human trafficking in any part of our business or supply chain throughout their business dealings. This Policy also reflects our commitment to ensuring that any detrimental treatment toward an individual for speaking up about concerns of slavery or human trafficking is not tolerated.

We have reviewed and updated our Speak Up Policy which confirms this commitment and provides a vehicle to enable employees to voice any concerns in a responsible and effective manner. We are implementing an independent 'Speak Up' hotline to also offer employees the ability to report concerns regarding slavery and human trafficking on an anonymous basis. We have effective systems in place to investigate concerns raised under these policies.

Our Group Responsible Procurement Policy drives working together with suppliers for a positive social impact and outlines our focus on continuous improvement.

Due diligence and risk assessment in the supply chain

For supply received into the business, we have reviewed our procurement processes. We have a 'Group Supplier Approval procedure'; each country manages their procurement locally.

We categorise our suppliers according to the nature and volume of their service, and tailor due diligence and compliance processes accordingly. We operate an annual review process, which includes requesting an updated Modern Slavery statement where applicable.

The nature of our business is to fulfil outsourced staffing solutions and recruitment services by supplying workers to clients. We carry out a number of compliance checks on prospective workers by way of due diligence, giving us comfort that we are placing candidates who

voluntarily want to work, and getting access to their own pay. In the same vein, clients are also asked a series of qualifying questions to ensure the safety of workers in the environment that we are sending them to work in.

Consultants maintain contact with workers throughout the length of temporary or contract assignments to ensure the integrity of the placement and the safety of the worker.

Specific and appropriate steps are taken to mitigate high risk placements. As an example, we are also licensed with the Gangmasters Labour and Abuse Authority with regard to any placements that fall under this requirement.

Training

Modern Slavery training tailored to the nature of our business and supply chain is delivered to all Group employees. The training provides detail on potential warning signs of slavery and human trafficking and informs employees how to raise concerns. As many of our employees have touch points with our supply chain (specifically with contractors and payroll management companies) we consider it appropriate for all employees to be trained to the same standard and understanding, regardless of position and job title within the organisation.

This training is delivered to new employees on joining the Group, and is subject to an annual review.

Effectiveness in combating slavery and human trafficking

Following a review of the effectiveness of the steps we have taken to date, we are committed to continuous improvement in our efforts to eradicate slavery and human trafficking, including:

- monitoring and enhancing process for placing contractors in risky areas;
- refining procurement processes and our supply chain;
- reviewing our internal training provision and policy, and amending as necessary; and
- monitoring relevant data from our whistleblowing provision and addressing any concerns voiced regarding slavery or human trafficking in an appropriate and responsible manner.

Brian Wilkinson
Chief Executive Officer
Gattaca plc

Date: 31 January 2018