

## MODERN SLAVERY ACT: ANTI-SLAVERY STATEMENT

This statement is made under section 54(1) of the Modern Slavery Act 2015. It constitutes the IWG plc group's (the "Group") anti-slavery and human trafficking statement for the financial year ended 31 December 2020.

The Group has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We seek to act ethically in all our business relationships and we have started to take appropriate steps to ensure that there is no modern slavery or human trafficking in our supply chains. These steps include:

- requiring new suppliers to declare that they are not involved in modern slavery or human trafficking and confirm that they do not to (i) employ or use any labour in contravention of the requirements of the Modern Slavery Act 2015; and (ii) purchase any resources and or materials that have been sourced from entities using forced labour; and
- requiring that suppliers implement and maintain due diligence procedures for its own suppliers, subcontractors and other participants in its supply chains, to ensure that there is no slavery or human trafficking in its supply chains.

We strive to take all reasonable and practical steps to ensure that our standards are being implemented throughout the businesses of our suppliers and that local legislation and regulations are complied with. We will assess any instances of non-compliance on a case-by-case basis and will then tailor remedial action appropriately. We will only trade with those who fully comply with this policy or those who are taking verifiable steps towards compliance.

As part of our initiative to identify and mitigate risk (including in relation to that of human trafficking and slavery) we operate a range of policies and procedures within the Group. These include the policies and procedures in relation to whistleblowing, anti-money laundering and anti-bribery.

This statement was approved by our Board of Directors on 23 February 2021.

Eric Hageman  
Chief Financial Officer