



# PIB Group

## Modern Slavery and Human Trafficking Statement

Approval Date - see Appendix 1

**pib Group**

## Statement Purpose

This statement applies to the PIB Group (“PIB”) entity listed in Appendix 1 (the “Company”) which is a wholly owned subsidiary of PIB Group Limited and operates as an insurance intermediary and tenant referencing provider within the UK. It sets out its approach to modern slavery, within its business and supply chain. The Company recognises that modern slavery encompasses:

- > human trafficking
- > forced work, through mental or physical threat
- > being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- > being dehumanised, treated as a commodity or being bought or sold as property
- > being physically constrained or to have restriction placed on freedom of movement.

## Commitment

The Company acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. This requires ongoing review of both internal practices in relation to its employees and, additionally, its supply chains.

The Company, as with PIB, does not tolerate modern slavery or human trafficking within itself or its supply chain. The Company does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Company in the provision of its own services is obtained by means of slavery or human trafficking. The Company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the countries and territories in which it operates.

In general, PIB considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## Steps

The business sectors and geographical locations in which the Company operates are not considered to be high risk in relation to slavery and human trafficking. The Company does not have complex supply chains, or multiple levels of contracting and its supplier onboarding processes involve thorough due diligence.

In addition, the Company's suppliers are required to comply with all local and national laws, rules and regulations.

The Company seeks to:

- > where possible, build long-standing relationships with suppliers and make expectations of business behaviour clear; and
- > encourage the reporting of concerns and protection of whistle blowers.

The Company expects and demands that all those in its supply chain including contractors comply with its values in relation to such issues. PIB carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

PIB has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, PIB has taken the following steps to ensure that modern slavery is not taking place:

Formal procurement process which includes a section to verify that potential suppliers and their sub-contractors are not involved in modern slavery or human trafficking and have their own process in place to ensure this does not happen.

## Review

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

## Appendix 1

### **Applicable PIB Group entities:**

1. PIB Risk Services Limited
2. Barbon Insurance Group Limited

### **Approved:**

Approved and signed by the board of directors of the above entities on the 21<sup>st</sup> January 2025 for the financial year ending: 31st December 2024

### **Applicable PIB Group entities:**

3. Q Underwriting Services Limited

### **Approved:**

Approved and signed by the board of directors of the above entity on the 29<sup>th</sup> April 2025 for the financial year ending: 31st December 2024