

G-Research Modern Slavery Statement

This statement is made on behalf of (i) Trenchant Limited and (ii) Trenchant Employee Services Limited in respect of the financial period ending 31 December 2019 and has been approved by the board of directors. This is our slavery and human trafficking statement for the purposes of section 54(1) of the Modern Slavery Act 2015.

We endeavour to ensure that there is no slavery or human trafficking in our supply chains or business and to act ethically and with integrity in all our business relationships.

Trenchant Limited provides software development, research and I.T. support services and Trenchant Employee Services Limited provides staff to related entities. We consider the risk of slavery or human trafficking within our supply chain to be low since we have straightforward supply chains compared with other sectors in the UK, and the majority of the service providers we use are based in the UK. We will not knowingly do business with any suppliers who are involved in slavery. As we do not have intricate or complex supply chains, no further action with regards to slavery or human trafficking has been deemed necessary at this time.

Our recruitment processes are reviewed regularly. We have robust procedures in place for the vetting of new staff. We ensure that we are able to confirm their identities and that they are paid directly into a personal bank account. We confirm that staff have the right to work in the UK and are aware of their rights and responsibilities associated with working in the UK. We have policies and procedures in place to ensure compliance with all applicable laws. All staff are properly remunerated at a level above the UK's national living wage.

R. Harlow

Director