Slavery and Human Trafficking Statement

Introduction

Legislators around the world increasingly require certain businesses to provide disclosure concerning their efforts, if any, to address the issues of slavery and human trafficking. The disclosures are intended to provide consumers the ability to make better, more informed choices about the products and services they buy and the companies they support.

Declaration

IBI Group is a globally integrated architecture, planning, engineering, and technology firm. Core to our values at IBI Group is that we conduct ourselves ethically, with integrity, honesty and respect. Slavery, human trafficking, servitude, forced or compulsory labour and exploitation of any kind (together "Modern Slavery"), constitute some of the grossest violations of human rights and dignity. IBI Group is absolutely committed to conducting its business and expects not only its employees, officers and directors, but also its partners, agents, consultants, subconsultants and volunteers, to similarly conduct themselves, ethically, with integrity and in such a manner so as to support and implement a zero tolerance policy towards Modern Slavery.

Organizational Policies

Our commitment to human rights is outlined in the Code of Business Conduct and Ethics and Whistleblower Policy (the "IBI Code of Conduct"). Every professional at IBI Group must know, understand, and follow it, as well as the procedures and related policies referenced in it. This is what we expect and rely on when we work with one another, interact with customers, address shareholders, collaborate with business partners, and contribute to our communities.

IBI Group also recently introduced a Safeguarding Children and Young Persons Policy which recognises that the welfare of children and young persons is paramount such that all children and young persons have the right to equal protection from all types of harm or abuse regardless of race, national or ethnic origin, colour, religion, age, sex, sexual orientation, disability, marital or family status.

In 2017, IBI Group will introduce a Modern Slavery Policy enhancing our commitment to the eradication of Modern Slavery.

Verification and Risk Assessment

Our industry experiences and internal review mechanisms allow us to evaluate who we conduct business with so as only to engage with those that share our vision and values outlined in our organizational policies. In 2016, we updated IBI Group’s template contracts to bolster our commitment to ethical practices and demand the same commitment of those with whom we conduct business.

Training and Confirmations

We offer and require a variety of training to our staff to assist with their continuous responsibility for implementing and monitoring compliance with their professional obligations and with IBI Group’s values. In 2017, IBI Group will introduce a set of new business practices for all of its professionals, which will further bolster IBI Group’s commitment to conducting our business ethically and combating Modern Slavery.

Approval of Board of Directors

This statement has been approved by IBI Group’s Board of Directors, who will review and update it annually.