

IG Group Holdings PLC

Statement on Slavery and Human Trafficking

Introduction

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 (the “**Act**”) and has been adopted by IG Group Holdings PLC and all its subsidiaries, associated entities and branch offices (“**IG Group**” or “**IG**”) as our statement on slavery and human trafficking for the financial year ending 31 May 2020. This anti-slavery statement (the “**Statement**”) sets out our approach for ensuring that we have effective systems and controls implemented to prevent modern slavery taking place in our business or in any of our supply chains.

The Act creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking. We are committed to combatting all such forms of modern slavery and carrying out our business in a fair, honest, ethical and open manner. We expect both our direct suppliers, and those who directly or indirectly supply them, to share the same values.

We have reviewed our business and supply chain. Neither we nor, to the best of our knowledge, our supply chain make use of any form of modern slavery.

Our Business

IG exists to empower informed, decisive, adventurous people to access opportunities in the financial markets. A technology-driven global leader in online trading and an established member of the FTSE 250, IG has a 46-year history of providing trading opportunities to clients around the globe.

IG is the world’s No.1 provider of OTC leveraged derivatives to retail clients¹ with sales offices located in 15 countries and operations in a further two, operating globally under the IG brand. IG also operates as the Nadex derivatives exchange in the US, and in Europe as Spectrum. IG is the trusted platform provider for over 240,000 active clients.

IG’s suite of products provide efficient, flexible access to more than 17,000 financial markets for a broad spectrum of financially sophisticated consumers, ranging from institutions to active traders to retail investors.

Our Supply Chain

Given the nature of IG Group’s business, we consider the risk of modern slavery in our supply chain to be low. However, we are not complacent and take active steps to prevent suppliers, agents, consultants and contractors throughout our supply chain from engaging in modern slavery. We are committed to conducting all of our procurement activities ethically and in accordance with the laws and regulations of the countries we operate in.

Following a review of our vendor management process in 2019, a revised vendor management policy and enhanced process for onboarding vendors (including charitable organisations) has been adopted. The changes to the existing policy are being rolled out across IG globally. The revised policy and process enhancements include:

¹ Based on revenue excluding FX (from published financial statements, June 2020)

- a pre-qualification questionnaire which all vendors performing any procurement activities assessed as high business impact to IG (Critical Vendors) and vendors performing any procurement activities assessed as moderate business impact to IG (Important Vendors) are required to complete before IG will contract or engage with them;
- a code of conduct section within the pre-qualification questionnaire in which a Critical or Important Vendor needs to specifically confirm that it complies with the requirements of applicable laws to prevent slavery, forced labour, human trafficking and child labour, including without limitation the Act and the International Labour Organisation Minimum Age Convention;
- a requirement for a Critical or Important Vendor to sign and date a declaration at the end of the pre-qualification questionnaire confirming that the information it has set out in the questionnaire is true and correct;
- a request for information form which all vendors (including charitable organisations) performing any procurement activities assessed as low business impact to IG (Generic Vendors) are required to complete before IG will contract or engage with them;
- a code of conduct section within the request for information form which informs the Generic Vendor of IG's commitment to applicable laws preventing slavery, forced labour, human trafficking and child labour, including without limitation the Act and the ILO Minimum Age Convention;
- enhanced due diligence carried out on all Critical and Important Vendors to determine as far as is practically possible that the vendor is a properly constituted legal entity, capable of meeting IG's standards and providing regulatory compliant, reliable, sustainable and commercially viable services; and
- ongoing training on the revised policy to all employees engaging in procurement activities with vendors. This training will increase internal awareness on vendor management processes.

We do not support slavery, forced labour, human trafficking or child labour in any form and will not knowingly work with vendors who engage in these practices. Through our vendor management process, we endeavour to safeguard that slavery, forced labour, human trafficking and child labour do not take place within our supply chains. To help ensure that vendors are aware of our policies and expectations relating to modern slavery, this statement is available to our vendors through IG Group's website and the websites of its qualifying subsidiaries.

Our Employees

Our employees are subject to and benefit from a wide range of policies including a disciplinary policy, a grievance policy, an equality, diversity and inclusion policy, a non-discrimination policy, a remuneration policy and numerous compliance policies. The policies and frameworks that we have in place limit the risk of modern slavery in the workplace and encourage all staff to work ethically.

We also operate a global whistleblowing policy to provide the ability for employees to raise any concerns they have in the workplace and for those concerns to be investigated.

Annual Review

IG Group will conduct an annual review of this Statement.

Approved by the Board of Directors on 17 September 2020.

**Signed by: Jon Noble, Director
IG Group Holdings PLC**