

Modern Slavery Transparency Statement – 2016 Annual Disclosure

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by thebigword Group Ltd and its subsidiaries (hereafter, thebigword) during the year ending 31 May 2016 to prevent modern slavery in its business and supply chains.

thebigword is committed to ensuring there is transparency both in our own business and in our approach to tackling modern slavery throughout our supply chains. The company acknowledges that it falls within the scope of section 54(2) of the Modern Slavery Act 2015 and will ensure transparency within thebigword, and with suppliers of goods and services to thebigword.

thebigword is run as an independent company. It is a global technology-enabled language solutions provider, delivering translation (written word) and interpreting (spoken word) services to over 2500 public and private sector clients. thebigword employs over 500 people across 10 countries, working with more than 12,000 linguists worldwide. thebigword supply chain primarily comprises the linguists, along with other key service providers.

Our Business Ethics Policy reflects our commitment to acting ethically and with integrity in all our business relationships, to our zero-tolerance approach to abuse of human rights and to ensuring that measures are in place to recognise and prevent human trafficking and slavery across the business. We also operate a Whistleblowing Policy which encourages employees to report any wrongdoing. All reports will be fully investigated and appropriate remedial actions taken.

As part of the due diligence processes for onboarding new suppliers, a review of the controls connected to slavery and human trafficking undertaken by the supplier will be incorporated. thebigword will not support or deal with any business knowingly involved in slavery or human trafficking.

We will:

- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains

To ensure a high level of understanding of the risks of modern slavery we provide advice and, if necessary, training to our employees.

We understand that Modern Slavery risk is not static, and will continue to take further steps to mitigate this risk in the coming year.

The Deputy CEO has taken responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within thebigword or its supply chains.

This statement has been approved by thebigword's Board of Directors and a copy of it has been signed by the group's Deputy CEO.