

# GIST RESEARCH LIMITED

## MODERN SLAVERY AND HUMAN TRAFFICKING

### STATEMENT 2022-2023

#### INTRODUCTION

GIST Research Ltd (GIST) is a global research and advisory company that focuses on conflict, governance and peace-building issues. We work with governments, international organizations and local community structures to inform, design and implement transformative strategies. We provide a full spectrum capability, with researchers and partners able to access hard to reach areas and national and international experts engaging at policy and strategy levels. We work alongside clients, bringing professionalism and passion to research, design and implement tailored solutions. Our organisational model focuses on building long-term, meaningful and mutually beneficial relationships with local partners beyond the requirements of single projects. We recognise that nothing replaces local knowledge and invest our time and energy in connecting with uniquely driven and experienced researchers from the countries we work in.

GIST was founded in 2019 by three Directors based in the UK, Europe and UAE. GIST partners with individuals and organisations worldwide to deliver work across the Horn of Africa, Central Africa, West Africa, Middle East and Europe. GIST is committed to working with clients, donors, and partners to apply best practice throughout our business. All our partner organisations and individuals commit to our policies and code of conduct when carrying out work on our behalf, ensuring high standards are maintained throughout.

This statement covers GIST's supply chain operation and activities including those of our partners and sub-contractors.

#### GIST'S COMMITMENT

Building trust and being known for integrity and professionalism is of the highest importance to GIST. Beyond basic compliance with applicable laws, we are committed to working with partner organisations and clients who apply best practice through supply chains and want to use our expertise to help end human trafficking, modern slavery (sex trafficking and compelled labour) and all human rights abuses. It is our commitment to adhere to the steps set out in this statement, fully implement them throughout our business, and ensure due diligence with our suppliers.

#### Developing Networks within the Sector

We work together with our clients, partner organisations and individuals on the topic of safeguarding and human trafficking. We work with IOM's Better Migration Management, which specialises on human trafficking, the private sector, research and financial institutions to collaborate and work on the area of safeguarding. Our pool of senior associates include leading experts on human trafficking and modern slavery.

## GIST's Risk Management

Our Risk Management Policy and Risk Register set out strategic and operational risks to GIST, by identifying and assessing each risk and summarising the controls in place. We commit to using Risk Registers and Assessments during the initial bidding process, during the inception phase of a project or programme. A bespoke Risk Register is monitored from inception to final delivery of any given project especially one which includes deployment of personnel.

## Internal Company Communication

All partner organisations and individuals are issued with our GIST Handbook during the contracting process. We do not sign contracts until we receive confirmation that they have read and understood the policies included. Within our Handbook are our Code of Conduct and policies on Modern Slavery & Human Trafficking, Safeguarding and Anti-bribery, counter-fraud and anti-corruption to name a few. (Annex 01 for more detail). By signing a contract with GIST, partner organisations and associates confirm that they have read the policies, will comply with them and notify a GIST Director as soon as possible if they suspect a conflict with a given policy. The handbook highlights all reporting procedures and points of contact for each policy area, this includes direct email addresses for all three Directors and the UK government helpline identified for each policy.

## GIST SUPPLY CHAIN MANAGEMENT

As an organisation, GIST works with a variety of organisations and individuals across the globe. Due to the nature of our operation and supply chain, GIST is not solely operational in the UK. The UK presents a much lower risk of Modern Slavery opposed to other countries GIST operates in, such as north Africa, sub-Saharan Africa and the Middle East. Many countries within these specific regions are high-risk environments, not only to Modern Slavery and Human Trafficking. Operating in these regions requires knowledge on their lack of awareness and lack of enforcement of any laws to prevent Modern Slavery and Human Trafficking. Sensitivity around operating in these regions is key.

GIST is committed to ensuring all services provided are free from Modern Slavery and Human Trafficking. Prior to engaging with a partner organisation or individual, GIST carries out a thorough due diligence process which requires all contractable parties to complete a questionnaire covering key compliance areas about the organisation or individual, labour practice, health and safety, duty of care and conflict of interest. This allows us to identify any problems prior to entering into a contractual agreement. Additionally, GIST runs all individuals and partner organisations through sanction list registers to ensure we do not engage with any third parties that appear on the sanction or other watch lists.

To further reduce the risk of Modern Slavery and Human Trafficking, GIST attempts to build the supply chain capacity through training for our partner organisations and individuals. If required, GIST will provide suppliers with support to mitigate risks of Modern Slavery and Human Trafficking, through policy advice.

## ONGOING DEVELOPMENTS AND COMMITMENTS

GIST continuously seeks to mitigate the risks of Modern Slavery and Human Trafficking within the supply chain and day-to-day operations of the business. Our approach is evolving over time

by reviewing our policies and procedures, especially our due diligence processes and seeking new accreditations.

In the next year, GIST will continue to seek improvements to training processes for staff and partners, including widening the scope of training & awareness as well as the individual responsibility of due diligence. We will continue to keep our effectiveness under review and to make changes to our operations and our ongoing work if they are not proving to be as effective as they ought to be.

## CONCLUSION

GIST's stance on Modern Slavery and Human Trafficking centres around the identification, mitigation and prevention of relatable risks. We are committed to raising awareness of these risks through our supply chain, maintaining open communication to enable efficient reporting of potential breaches and the ongoing review of policies and procedures.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes GIST's Modern Slavery and Human Trafficking statement for the financial year 2022/2023.

The Board approved this statement on 11 January 2022

Signed on behalf of the Board by



**Matthieu Dillais**

Partner and Co-Founder

GIST Research Ltd

## ANNEX 01: OUR POLICIES

Within GIST's suite of policies, the following aim to mitigate the risks of Modern Slavery and Human Trafficking. All partner organisations and individuals are required to adhere to these policies once contractual agreements have been set up.

### GIST Code of Conduct

GIST's Code of Conduct sets out our principles of good business conduct, including GIST's commitment to working with partner organisations and individuals to ensure transparency within our supply chain.

### GIST Modern Slavery and Human Trafficking Policy

GIST's Modern Slavery and Human Trafficking Policy prohibits activities linked to slavery, human trafficking or forced/ involuntary labour. GIST has a zero-tolerance approach to this and will take the necessary action as set out within the policy if required. Methods of reporting risks or concerns are also provided within the policy.

### GIST Safeguarding Policy

GIST's Safeguarding Policy outlines our approach to safeguarding offences and our commitment to ensuring compliance with all legislation regarding safeguarding of children and vulnerable adults within our supply chain.

### GIST Whistleblowing Policy

GIST's Whistleblowing Policy provides the communication channels for all partner organisations and individuals to report policy breaches and legal violations. This includes actual or suspected occurrences of modern slavery and human trafficking. We also emphasise that anyone reporting an incident or potential incident will not be victimised for doing so.