

QUALITY & SERVICE LIMITED

SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

INTRODUCTION

Q&S considers that modern day slavery encompasses:

- Human Trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement

COMMITMENT

- Quality & Service acknowledges its responsibilities under the Modern Slavery Act 2015 and is committed to preventing slavery and human trafficking within its own business and supply chains. Q&S understands that this requires an ongoing review of both its internal practices in relation to its labour force and its supply chains
- Quality & Service has a zero-tolerance policy towards modern slavery. It will refrain from entering business, and/or will discontinue any current business with any other organisation which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.
- The labour supplied to Q&S in the provision of services is carried out wholly in the country where those services are required i.e., United Kingdom.
- No labour provided by Quality & Service in the provision of our own services is obtained by means of slavery or human trafficking. Quality & Service strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.

POTENTIAL EXPOSURE

Quality & Service considers its exposure to modern slavery to be limited. Nonetheless, we have taken steps to ensure that such practices do not take place in our business nor the business of any organisation that supplies goods and/or services to it. In the operation of our business, Quality & Service's main supply chains are those related to the provision of goods and services. We consider our main exposure to the risk of slavery and human trafficking to exist in our supply chains.

DUE DILIGENCE

- Quality & Service carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its supply chains.
- Quality & Service has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with slavery and/or human trafficking
- Quality & Service has taken action to monitor reports of modern slavery and will cross reference such reports with our first-tier supply chain. We will seek to discontinue business with any first-tier supplier found by the enforcement authorities to be involved in modern slavery
- Quality & Service encourages use of its whistleblowing policy (as laid out in the Employee handbook) to report any concerns regarding modern slavery and will investigate any complaints thoroughly.

ASSESSMENT OF EFFECTIVENESS IN COMBATting MODERN SLAVERY

To ensure effectiveness in combatting modern slavery, the group maintains an accurate supplier list including contact details. It will ensure action is taken in response to reports of modern slavery in its supply chains and any complaints made via the whistleblowing policy will be responded to in accordance with the policy.

POLICIES

Quality & Service also has a corporate Social Responsibility Policy which further defines its stance on modern slavery. In addition, a whistleblowing policy is laid out within our employee handbook which encourages the reporting of any wrongdoing which is in the public interest.

RESPONSIBILITY

Quality & Service is a director led company, all concerns regarding modern slavery should be addressed to Sue Payne or John Rodgers. The Directors will undertake an annual review of the company's obligations towards eradicating modern slavery within its organisation and supply chains. Quality & Service also provides training on awareness of modern slavery to those within our organisation who have been identified as having responsibilities in this regard.

REVIEW

This statement is made in pursuance of Section 54 of the Modern Slavery Act 2015 and applies to Quality and Service. It will be reviewed on an annual basis.

This statement is approved by Sue Payne, Managing Director.



Managing Director

Date: 02/01/2025