

Modern Slavery Policy Statement

Supply Chain:

We are committed to ensuring that there is no slavery or human trafficking in our supply chain or in any part of our business. Our Modern Slavery Policy Statement reflects our commitment to act ethically and with integrity in all our business relationships, and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our business including supply chain. We also require our business partners to provide training to their staff, suppliers, and providers.

Employees and Agency Workers:

We have zero tolerance in relation to all our employees regarding slavery and human trafficking which also applies to our dealings with staff agency companies. We have strict HR policies and procedures to protect against modern slavery and human trafficking. These include carrying out pre-employment face-to-face interviews, checks of identification, and right-to-work documentation. There may also be a requirement on certain contracts for employees to be vetted to a more stringent level, this will be client driven. Reference checks are required for all new employees. It is also a requirement that all employees can speak and understand the English language so we can be confident employees will understand our policies and procedures, internal communications, and will be able to ask for help should they require it. The business also insists that all employees have their own bank account for the payment of wages.

The business carries out regular audits of its right to work and payroll information, which includes ad hoc site visits to ensure compliance. We provide various routes for employees to communicate with the business should bad practice be taking place and to allow people a confidential route to whistle blow.

We have in place systems to:

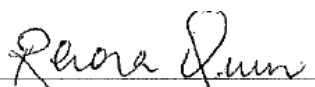
- Identify and assess potential risk areas in our supply chain.
- Mitigate the risk of slavery and human trafficking occurring in our supply chain.
- Report any issues of concern via a confidential whistleblowing hotline for all employees and agency workers.
- Monitor potential risk areas in our supply chain.

Training:

We remain committed to improving our practices to combat slavery and human trafficking. Our Modern Slavery Policy Statement is communicated to all employees on our company intranet to reinforce the policy. We ensure information is cascaded down the company, raising awareness of modern slavery at all levels of the business to all employees. New recruits are given specific training on modern slavery, what our policy means, and who to report any issues to. We encourage our employees to report any activity they believe to be unlawful and/or in breach of our policies and standards. Employees can inform the business of any concerns relating to potential risks or failures.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes QMAC's slavery and human trafficking statement for the financial year ending 31st December 2024.

Signed: _____



Date: Aug 2024

Rhona Quinn
Managing Director