

# Modern Slavery (Anti-Slavery and Human Trafficking) Policy

## Purpose:

Modern slavery is a crime and violation of fundamental human rights. It takes various forms such as slavery, servitude, force and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

QUANTIQ has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings, relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or supply chain.

QUANTIQ is an equal opportunities employer. We are committed to creating and ensuring a non-discriminatory and respectful working environment for our teammates. We want all our teammates to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees, are legally entitled to work in the UK and to safeguard, from any abuse or coercion.

We do not enter business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

QUANTIQ's commitment is evident through our company policies, which aim to uphold the highest ethical and professional standards. We ensure the adherence to policy commitments and compliance of current Government legislation and regulations.

## What is Slavery?

The Modern Slavery Act 2015 covers four activities:

<b>Slavery</b>	Exercising powers of ownership over a person
<b>Servitude</b>	The obligation to provide services imposed by the use of coercion
<b>Forced or compulsory labour</b>	Work or services are exacted from a person under the menace of any penalty and for which the person has not offered themselves voluntarily
<b>Human Trafficking</b>	Arranging or facilitating the travel of another person with a view to their exploitation

This policy covers all above four activities.

## Scope/ To whom this policy applies:

This policy applies to all teammates working for QUANTIQ, it also includes any persons working for QUANTIQ or on our behalf in any capacity, including contractors, agency workers, seconded workers, interns, external consultants, third-party representatives, and business partners.

Modern slavery is a complex and multi-faceted crime and tackling it requires everyone within QUANTIQ and our supply chains to play their part in tackling slavery.

## Responsibility for Policy and Compliance with it:

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to or suggest a breach of this policy.

You must notify your manager or the HR team as soon as possible if you believe or suspect that conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chain at the earliest possible stage. You may also report it in accordance with our Whistleblowing policy as soon as possible. Comments, suggestions and queries are also encouraged and should be addressed to the HR team.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the HR Director immediately.

## Breaches of this Policy:

Any teammate who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

QUANTIQ may terminate our relationship with other individuals, clients, and organisations who we work with if they breach this policy.

Please note, you must ensure that you read, understand, and comply with this policy.

**If you have any questions or require further guidance, please seek advice from your HR department.**

# QUANTIQ Modern Slavery (Anti-Slavery and Human Trafficking) Statement:

QUANTIQ is a specialist Microsoft Dynamics 365 consulting firm, working with clients across a range of sectors both within the UK and globally. We are headquartered in the City of London and are the only Microsoft Partner in the UK that can sell, implement, and support the full Dynamics stack in the Cloud, Hybrid-Cloud and On-Premises. Our mission is to build the most respected global Microsoft Dynamics consulting partner, enabling organisations to work smarter, faster and simpler through future-proofed technology, whilst providing exceptional client experiences.

QUANTIQ is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business, clients, and supply chains.

QUANTIQ currently has a global headcount of circa 300 employees, with 86% of teammates based in the UK and a further 14% headcount within our international offices in India and the Philippines (September 2021).

The vast majority of our suppliers and contractors are based in the UK, however QUANTIQ has international client scoop.

QUANTIQ has a total annual turnover of circa £31million (2020), with an estimated turnover of circa £36million for 2021.

As an equal opportunity's employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our teammates to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard teammates from any abuse or coercion.

We do not enter business with any organisation, in the UK or internationally, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our zero-tolerance approach to modern slavery is communicated to all our teammates, supply chains and clients, at the outset of our business relationship with them and reinforced as appropriate and thereafter. We also provide awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.

Our Anti-slavery policy is posted to our teammates internally together with all other company policies and procedures. This reflects our commitment implementing and enforcing effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices infiltrating our business operations and acting ethically and with integrity in all our business activities and relationships.

QUANTIQ is actively considering how we can increase the attention of our suppliers, clients, and teammates to zero tolerance policy to modern slavery. This statement has been approved by the QUANTIQ Executive Board of Directors and the actions contained herein.

This statement will be reviewed and updated every year.

**Approved by QUANTIQ Executive Board of Directors: 1 October 2021**

**Next Review: 1 October 2022**

**If you have any questions or require further guidance, please seek advice from your HR department.**