

## Qa Research Modern Slavery and Human Trafficking Statement 2023-2024

Here are the steps Qa Research has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

### Our Commitment to the Principles of the Modern Slavery Act 2015

Qa Research is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

We are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff 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 employees from any abuse or coercion.

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

### Our supply chain

Due to the nature of our work, we assess ourselves to have a low risk of modern slavery in our business and supply chains.

Our supply chains are limited and we procure goods and services from a restricted range of suppliers.

### Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff through the Qa intranet:

- Code of conduct
- Corporate Social Responsibility Policy
- Ethics policy
- Employee relations policy
- Whistleblowing policy
- Bullying and harassment policy
- Equal opportunities and diversity policy
- Recruitment and selection policy

## Embedding the principles

We will continue to embed the principles through:

- providing 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
- ensuring that consideration of the modern slavery risks and prevention are added to Qa's policy review process
- making sure procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- continuing to take action to embed a zero tolerance policy towards modern slavery
- ensuring that staff involved in employee recruitment receive training on modern slavery and ethical employment practices

**This statement has been approved by Richard Bryan, Managing Director.**

A handwritten signature in black ink that reads "R. Bryan". The signature is written in a cursive style with a long horizontal stroke at the end.