

CQC Ltd –Modern Slavery Statement

CQC maintains a zero-tolerance approach to modern slavery, human trafficking, forced labour, child labour, debt bondage and all other forms of labour exploitation. CQC is committed to conducting its business in an ethical, lawful and responsible manner and to taking proportionate steps to identify, prevent, mitigate and address modern slavery risks within its own operations and throughout its supply chain. CQC further confirms its commitment to monitoring and mitigating such risks in connection with any contract awarded under this tender.

CQC has implemented internal policies, procedures and supplier controls designed to prevent forced labour, human trafficking and related labour abuses in its business operations and supply chain. These measures form part of our broader compliance and responsible sourcing framework and can be found in our “Integrity and Corporate Responsibility Charter”, issued to our supply chain and outlining how we expect it to operate regarding:

- Compliance with Laws
- Human Rights
- Employment Practices
- Anti-Corruption
- Other illegal practices
- Conflict of Interest
- Maintain Accurate Records and Audit Rights
- Protection of Information
- Environment, Health, and Safety
- Global Trade Compliance
- Ethics and Compliance Programme Requirements

CQC mitigates modern slavery and labour-rights risk through internal governance, employment controls, supplier due diligence, contractual protections and monitoring activities. We maintain internal standards and working practices addressing ethical business conduct, labour rights, non-discrimination, safe working conditions and compliance with applicable labour law. These standards prohibit forced labour, child labour, coercion, abuse, withholding of identity documents, unlawful deductions and all forms of human trafficking.

CQC applies controlled recruitment and human resources procedures intended to ensure that employment is freely chosen, lawfully documented and performed in accordance with applicable labour and employment regulations. Workers are engaged under formal employment terms, wages are paid through recognised payroll processes, and working arrangements are designed to prevent coercion, recruitment fee abuse, document retention or other indicators of forced labour.

CQC undertakes supplier review as part of onboarding and relationship management. Depending on the nature of the supplier and the applicable risk profile, this may include review of legal and corporate information, compliance documentation, country and sector risk indicators and evidence of labour and ethical compliance arrangements.

CQC applies a risk-based approach to identify suppliers, geographies and activities that may present elevated labour-rights risk. Where higher risks are identified, we may require additional information, enhanced review, corrective measures or reconsideration of supplier engagement. Our Vendor Appraisal is a controlled document and forms part of our ISO 9001 requirement.

Where appropriate, CQC requires suppliers and subcontractors to comply with applicable labour laws and ethical sourcing requirements. Relevant contractual terms may include commitments relating to the prohibition of forced labour and human trafficking, cooperation with compliance requests, corrective action obligations and the right to request supporting evidence. CQC may support its due diligence and monitoring activities through customer audits, supplier questionnaires, internal reviews, third-party social compliance audits or recognised certifications where applicable. If non-conformities or labour-rights concerns are identified, we seek appropriate corrective action, monitor remediation where required and may suspend or terminate cooperation in the event of serious or persistent non-compliance.