

# Quantum's modern slavery statement

Modern slavery can be manifested in a variety of exploitative practices for example;

- Absence of appropriate remuneration
- Non-compliance with employment laws
- Illegal labour (child, migrant)
- Lack of health and safety provisions and awareness
- Forced and/or detention of labour

Quantum is committed to understanding what constitutes poor working practices and applies a zero-tolerance approach to modern slavery.

Quantum acts ethically and with integrity in all its business dealings and relationships and implements the following systems and controls to ensure modern slavery does not take place anywhere within either its own business or in its supply chain.

## Speaking up

Quantum encourages openness by embedding a speaking up culture and will support anyone who raises concerns, even if their suspicions are found unwarranted after investigation.

Quantum's whistleblowing policies and procedures provide full details as to how employees who suspect any breach of the Modern Slavery Act can raise their concerns.

## Living wage

We are committed to ensuring that our employees are paid at least the National Living Wage.

## Supply chain

Our processes require suppliers to confirm what steps are taken to ensure slavery and human trafficking is not taking place in their business or supply chain.

We continue to raise our awareness of the increased risk of modern slavery and human trafficking with the following 'higher risk' industries that offer supplier services to Quantum:

- Catering agencies
- Cleaning services
- Courier services
- Furniture providers
- Office supplies and stationery
- IT consumables
- IT equipment
- External print services
- Taxis

**Quantum Advisory**  
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