

# ANTI-SLAVERY & HUMAN TRAFFICKING POLICY

Quinn London Ltd is a main contractor successfully working within the social housing, education, public buildings & private sectors of the construction industry. We are committed to developing & adopting a proactive approach to tackling hidden labour exploitation in line with the requirements of the Modern Slavery Act 2015, to ensure that modern slavery or human trafficking is not taking place within our business or within our supply chain.

We are committed to:

- Ensure that all UK workers are in receipt of the minimum wage and robust immigration checks are in place.
- Ensure that labour sourcing, recruitment & worker placement processes are under control of trusted & competent staff.
- Not to use any individual or organization to source & supply workers without confirming that workers are not being charged a work finding fee.
- Provide appropriate information, instruction, resources & training necessary to educate the workforce & supervisors.
- Positively encourage workers to report cases of exploitation, provide the means to do so, protect whistleblowers & act upon reports appropriately.
- Adopt a pro-active approach to reporting suspicions of hidden worker exploitation to the Gangmasters Licencing Authority & Police.
- Review supply chain to identify risk areas & suitable due diligence control measures. Imported goods from outside the UK and EU are potentially more at risk of slavery and human trafficking issues, so the level of management control will be increased & monitored.
- Implement a pre-qualification process for both suppliers & sub-contractors, which includes obligations & assurances that they comply with the requirements of the Act.
- Not knowingly support or deal with any business involved in slavery or human trafficking.
- Implement this policy in line with existing aligned policies that are contained within the Employee Handbook, incorporating requirements as they are developed.

The board of Directors have overall responsibility for ensuring the implementation of this policy, which will be reviewed at least annually or as legislation demands and changes communicated to employees as required.

Signed:

A handwritten signature in black ink, appearing to read "Seamus Quinn".

Seamus Quinn  
Managing Director  
Date: October 2018  
Quinn London Ltd