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## MODERN SLAVERY ACT – TRANSPARENCY STATEMENT

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 (the 'Act'), in relation to the financial year ended 31st May 2021. It sets out the actions that Quinn London has taken, and is proposing to take, to address the risk of slavery or human trafficking occurring in its business or supply chains.

### Our Business

Quinn London Ltd was founded in 2000 by our Managing Director, Seamus Quinn, with the aim to deliver construction solutions across Greater London. Built upon this ethos, Quinn London has excelled through the years to become a leading main contractor within the social housing, education, heritage, public buildings, healthcare, residential and leisure market sectors.

At Quinn London we are committed to preventing slavery and human trafficking and will seek to ensure that our business and supply chain are free from slavery and human trafficking.

Quinn London is committed to conducting all aspects of its business in an ethical and transparent manner. We acknowledge our duties and responsibilities under the Act.

### Our Supply Chain

We have an extensive range of experience working within public and private sectors and have cemented relationships with our database of suppliers and sub-contractors. In order to continue our long-lasting relationships, we have implemented an open book process of working collaboratively with our extensive supply chain allowing us to maintain our lifelong rapport and offer the best quality which is embedded in our company values. We also request copies of all new prospective suppliers and sub-contractors modern slavery policy in accordance with the Modern Slavery Act 2015 in line with due diligence with our pre-qualification procedure.

### Our Employees

Quinn London currently has 125 employees based in the UK. Our employee handbook and policies make it clear to all staff of the code of conduct expected at all times whilst representing Quinn London. We aim to achieve the highest standard of employee conduct and ethical behaviour.

Quinn London adheres to all relevant employment legislation by working closely with our legal partners in ensuring compliance and updates. This also ensures all employees are treated fairly. The Human Resources team, supported by relevant Directors, oversees the induction and training of all new and existing staff.

Quinn London has a robust Whistleblowing Policy including clear guidance of escalation to enable employees to raise concerns that may relate to our business practices, which include the crimes of slavery and human trafficking.

Quinn London ensures that all employees are in receipt of the London Living Wage and all relevant immigration checks are in place.

## Employee Training

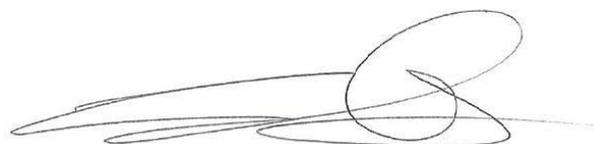
To ensure a good level of understanding of the risks of modern slavery and human trafficking in our business and supply chain, we will endeavour to provide relevant training to members of staff and a general briefing to all employees.

We are committed to:

- Ensure that all UK workers are in receipt of the London Living Wage and relevant immigration checks are in place.
- Ensure that labour sourcing, recruitment and worker placement processes are under control of trusted and competent staff.
- Not to use any individual or organisation to source and supply workers without confirming that workers are not being charged a work finding fee.
- Provide appropriate information, instruction, resources and training necessary to educate the workforce and supervisors.
- Positively encourage workers to report cases of exploitation, provide the means to do so, and protect whistle-blowers and act upon reports appropriately.
- Encourage the reporting of suspicious hidden worker exploitation to the Gangmasters Licencing Authority and Police.
- Reviewing our supply chain to identify risk areas and suitable due diligence control measures.
- Implement a pre-qualification process for both suppliers and sub-contractors, which includes obligations and 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 the existing aligned policies that are contained within the Employee handbook, incorporating requirements as they are developed.

## Board Approval

Our operational teams ensure these processes work effectively and will monitor it regularly. Changes will be made if necessary to suit the needs of the business. There have been no reported cases of modern slavery or human trafficking within the business or our supply chain. This statement has been approved by the Board at Quinn London Ltd and will be reviewed and updated annually.



Seamus Quinn  
Managing Director

Review date: 1st June 2022