



Modern Slavery Policy

Quality Freight Services Ltd

POLICY

Quality Freight Services Ltd fully support the government's objectives to eradicate all forms of modern slavery and human trafficking.

Quality Freight Services Ltd is dedicated to demonstrating clear commitment to ethical supply and humanitarian issues.

We recognise that modern slavery is a crime and a violation of fundamental human rights. We are aware that modern slavery takes various forms, including slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Quality Freight Services Ltd do not maintain goods, materials, or direct-labour supply chain frameworks. The Company checks and confirms that staff, including all drivers and agency workers can demonstrate their eligibility to work in the UK before commencing employment.

We expect all delivery partners, organisations within our networks and other companies we engage with to ensure their goods, materials, and labour-related supply chains:

- fully comply with the Modern Slavery Act 2015; and are
- transparent, accountable, and auditable; and are
- free from ethical ambiguities
- provide modern slavery training both internally to staff and externally to their contractors and sub-contractors

STATEMENT

The Modern Slavery Act 2015 is a UK act of Parliament designed to tackle slavery and human trafficking through the consolidation of previous legislation and the introduction of new measures. Specifically, it introduced requirements for organisations in regard to their business and supply chains.

The Company has in place the following policies reflecting its commitment to acting fairly and with integrity in all its business relationships:

- Anti-Corruption & Bribery Policy
- Human Rights Policy
- Equality & Diversity Policy
- Whistleblowing Policy

QFS business and supply chains

Quality Freight Services Ltd is a Freight Forwarding company specialising in a personal and customised single point of contact operation, for sourcing and arranging Air, Road and Sea Freight, Customs Clearances and UK Road Haulage.

The Company has over 5000 suppliers and sources its logistical services globally; it encourages transparency in its supply chains and has implemented measures to mitigate the risk of slavery and human trafficking.

Adherence to QFS values

Quality Freight Services Ltd has a zero-tolerance approach to slavery and human trafficking and expects its suppliers and contractors to uphold the same values. It will not conduct business knowingly with anyone engaged in slavery and human trafficking practices or knowingly permit them to be carried out in any part of its business.

Company employees are required to obey the law, observe regulations and guidelines and irrespective of geographical location or position remember that ethics, integrity and loyalty in business practice and respect for others is not negotiable and not open to compromise.

Measurement of effectiveness

We have reviewed our policy and statement against our activities to establish whether the approach we take embraces best practice. We have:

- Evaluated the risk of non-compliance in line with our expanding business activities and delivery profile.
- Assessed the Company overall risk and effectiveness of existing policies through a scored Slavery and Trafficking Risk Template.
- Benchmarked our activities against statements and action plans; undertaken by similar-sector public and private organisations. This includes examination and comparison of Section 54 statements from companies involved in the freight forwarding, customs clearances and road haulage industries.

Commitment in the year 2022-2023

Quality Freight Services Ltd will:

- Introduce an online Modern Slavery Awareness training application (Modern Slavery in Business), which will be compulsory for all relevant senior hiring managers.

- Conduct further risk assessments and audits for third party agency providers. A significant part of this process will focus on how our direct suppliers operate their modern slavery policies.
- Further ensure that we use permanent or fixed term placements where possible.
- Raise awareness to our colleagues by introducing Anti Modern Slavery messages and incorporating the anonymous line number into the Company induction process.

Combating slavery and human trafficking

Quality Freight Services Ltd has a clear framework of rules and behaviours and encourages the reporting of any concerns or breaches so that they can be dealt with appropriately in accordance with our policies and procedures. We also offer an independent and confidential Whistleblowing hotline where employees can raise concerns confidentially and anonymously if they wish.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement for the financial year ending 31 March 2023. It has been approved by the Senior Management Board of Quality Freight Services Ltd and signed on their behalf by:

X

A handwritten signature in blue ink, appearing to be "Martin Johnson", written over a horizontal line.

Martin Johnson (MBE)
Company Director