



Anti-slavery and human trafficking statement

Opening statement from senior management

We are committed to preventing acts of modern slavery and human trafficking from occurring within our business and supply chain and impose the same high standards on our suppliers.

Structure of the organisation

We are a national company in the construction and retrofit sector. We are privately owned company which employs on average 8 people and has business operations in the UK.

In order to complete our work, we work with a range of suppliers and subcontractors.

To find out more about the nature of our business, please click www.qwala.co.uk

Policies

As part of our commitment to combating modern slavery, we implement policies ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains.

We also make sure our suppliers are aware of our policies and adhere to the same high standards.

These policies have been developed by our HR & Health and Safety advisors.

These policies reflect our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chains.

Due diligence

We consider ourselves to be a 'low risk' business with regard to slavery and human trafficking. However, we foster a culture that encourages the identification and reporting of any such risks within our business. We recruit all our employees either directly or through recruitment agencies who are members of the Recruitment and Employment Confederation. We do not recruit from outside the UK or use agency workers.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains,
- monitor potential risk areas in our business and supply chains,



- reduce the risk of slavery and human trafficking occurring in our business and supply chains, and
- provide adequate protection for whistle-blowers.

Risk and compliance

We regularly evaluate the nature and extent of our exposure to the risk of modern slavery occurring in our supply chain..

As a business we regularly evaluate the level and nature of any risks of modern slavery or exploitation, in both our own practices and those of our supply chain. We have a whistleblowing policy in place and, as part of our efforts to identify and mitigate risks within our supply chain, we are introducing systems to identify, assess and monitor potential risk areas.

Where we have identified a potential risk, we report this to relevant authorities, and improve procurement practices where necessary and contribute to industry collaboration.

We ensure all our suppliers adhere to our anti-slavery policy. We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains. If we find evidence of a failure to comply with our policies we will immediately seek to terminate our relationship with the relevant supplier.

Effectiveness and KPIs

We have zero tolerance to slavery and human trafficking. To ensure that all those in our supply chains comply with our values we are putting in place a supply chain compliance programme that will require our suppliers to confirm that they have a slavery and human trafficking policy in place and that they require the same from their suppliers.

If necessary, we will appoint an organisation to conduct an independent review of our businesses and supply chains, and to recommend actions we can take to combat slavery and human trafficking from within. In which, KPIs will be used to assess how successful we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

Training

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.



Further actions and sign-off

We regularly review our actions year to prevent slavery or human trafficking from occurring in our business or supply chains.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Qwala's slavery and human trafficking statement for the financial year commencing 2025 and ending 2026.

This statement was approved by Zak Khan.

Signature:

Director

Zak Khan

Date: 01/08/2025