

# Modern Slavery Policy

1. Quest Employment is committed to eliminating modern slavery, human trafficking, forced labour and similar human rights abuses.
2. Quest Employment is committed to ensuring that its employees, workers, Agency Workers and others working for or through Quest, as well as any workers it supplies directly or indirectly, are not subjected to behaviour or threats that may amount to modern slavery, human trafficking, forced labour or similar human rights abuses.
3. Quest Employment provides appropriate training and awareness information in relation to modern slavery and human trafficking.

In particular:

- the Compliance Team receives detailed training on identifying and addressing concerns relating to modern slavery and human trafficking
  - managers and consultants undertake training that includes guidance on modern slavery, human trafficking and wider human rights issues
  - staff receive awareness information to help them identify concerns and report them through the appropriate channels
4. Any employee, worker, Agency Worker, contractor, supplier or other relevant party is strongly encouraged to report any concern or suspicion relating to modern slavery or human trafficking to the Chief Commercial Officer, the National Compliance Manager, the Compliance Team or another appropriate senior contact as soon as possible.
  5. Reports relating to modern slavery and human trafficking are taken seriously by Quest's senior management and Board. Investigations will be handled promptly and appropriately. Where issues are identified, Quest may take action including:
    - working with the relevant organisations to improve standards
    - removing an organisation from a preferred supplier list
    - reporting matters to appropriate law enforcement or regulatory bodies
    - reviewing or terminating business relationships where appropriate
  6. Quest monitors risk in this area through relevant key performance indicators, which may include:
    - the percentage of suppliers who sign an appropriate code or provide their own modern slavery statements
    - the percentage of workers or candidates supplied from audited businesses or preferred suppliers
    - the effectiveness of enforcement action against suppliers who breach relevant policies
    - the amount of time spent on audits, re-audits, spot checks and related due diligence
    - the level of modern slavery training and awareness across the business
  7. As part of its efforts in this area, Quest publishes a modern slavery statement annually where required.
  8. This policy should be read alongside other relevant Quest policies, including:
    - ethical conduct policies
    - anti-bribery and corruption policy
    - whistleblowing policy
    - any relevant procurement, compliance or safeguarding policies

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This document is approved by:

Jim Bluck, Chief Commercial Officer



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