

MODERN DAY SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement from Quest Healthcare Limited is made pursuant to section 54 (1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the current financial year.

Our Business

Quest Healthcare Limited are committed to preventing slavery and human trafficking violations in its own operations and supply chain. We have zero - tolerance towards slavery and require our supply chain to comply with our company values. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that any form of slavery is not taking place in our own business or supply chains.

We are service led and operate in the healthcare sector and the nature of our supply chain is mainly employees who assist us with our service users. We recognise that slavery and human trafficking is a real yet hidden issue in our society.

For more information about our company, please visit our company website: www.questhealth.co.uk

Policies

We operate several internal policies to ensure that we are conducting our business in an ethical and transparent manner.

These include but are not limited to the underlisted policies:

- *Recruitment and selection policy:*
We conduct checks on all prospective employees to verify that they are eligible to work in the UK. Most of our roles require Disclosure and Barring Service (DBS) check where employees work with vulnerable people.
- *Supplier code of Conduct:*
We operate this policy to ensure our suppliers operate in full compliance with the laws, rules, and current regulations in which they operate, and to seek similar commitments across their own supply chain.

- *Whistleblowing policy:*
We operate this policy so that our employees can raise concerns about how staff are being treated or practices within our business or our supply chains without fear of reprisal.
- *Staff code of conduct:*
We are committed to the fair treatment of all staff. Our staff code of conduct reflects our core values and expected behaviours. The code of conduct makes it clear that we have zero-tolerance approach to modern slavery.
- *Safeguarding policy*
This policy highlights the potential risks of modern slavery and human trafficking, including how to identify signs of exploitation and how to report concerns.

Due Diligence

As part of our efforts to monitor and reduce the risk associated with slavery and human trafficking occurring in our supply chains, we have adopted due diligence procedures which aim to identify the following:

- Identify and action potential risks in our business and supply chain.
- Monitor potential risks in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business.
- Provide protection for whistle-blowers.

Effectiveness

Quest Healthcare limited uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPI's are as follows:

- We will contact our supply chain to enquire about their modern slavery practices every 12 months.
- We will train our staff about modern day slavery issues and increase awareness within the Company.

Training our Staff

Quest Healthcare limited requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The training will cover the following:

- How to identify the signs of slavery and human trafficking
- What initial steps should be taken if slavery of human trafficking is suspected.
- How to escalate potential slavery and human trafficking issues to the relevant parties within the company.
- What external help is available.
- What steps the company will take if suppliers do not implement anti-slavery policies including removal from the Company's supply chain.

This statement was approved by the board of directors.

Junior Mupandi
Director

Tendai Moyo
Director

Date: 25 May 2023

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