



MODERN SLAVERY POLICY

PURPOSE

This policy outlines Roq's zero-tolerance approach to modern slavery and commitment to acting ethically and with integrity in all business dealings and relationships. Its aim is to ensure compliance with the UK Modern Slavery Act 2015 and other relevant legislation, promote consistency in implementing and enforcing effective systems and controls, and support Roq's strategic goals by ensuring modern slavery is not taking place anywhere in our own business or through our supply chain.

SCOPE

This policy applies to:

- All Employees, Associates and Suppliers within Roq
- All business dealings, relationships and supply chain activities
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf

POLICY STATEMENT

Roq is an independent, outcomes-focused Quality Engineering consultancy. Quality is core to who we are – it is embedded in our culture, our purpose, and our delivery model. In line with this commitment:

- Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as 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
- Roq has a zero-tolerance approach to modern slavery
- We are committed to acting ethically and with integrity in all our business dealings and relationships
- Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy

OUR APPROACH

We expect everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and through our supply chain
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy
- We are committed to engaging with our stakeholders, suppliers and subcontractors to address the risk of modern slavery in our operations and supply chain
- If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being



remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships

OUR COMMITMENT

We are committed to tackling modern slavery and work to manage and reduce the risk of modern slavery occurring in our operations by:

- Establishing and maintaining a clear company policy outlining a zero-tolerance approach for modern slavery
- Promoting ethical and fair employment practices that comply with the UK Modern Slavery Act 2015 and other relevant legislation
- Applying reasonable due diligence to assess our supply chain and audit our suppliers and subcontractors on a regular basis
- Ensuring ethical recruitment practices by employing an internal recruitment team to manage our recruitment practices
- Providing all Roq employees with training to help them recognise, prevent and report signs of forced labour or exploitation
- Offering anonymous reporting tools such as our internal survey form and Employee Assistance Programme to allow people to report concerns without fear of retaliation
- Producing an annual statement outlining our commitment to ensuring that there is no slavery or human trafficking in our supply chain or in any part of our business and confirming our adherence to this policy

FURTHER INFORMATION

- Modern Slavery Helpline: 08000 121 700
- <https://www.stronger2gether.org/>
- <https://www.gov.uk/government/collections/modern-slavery>

COMPLIANCE & REVIEW

Failure to comply with this policy may result in disciplinary action in accordance with the Disciplinary Policy, up to and including termination of employment or contracts. Any individual who engages in, facilitates or fails to report any activity that might lead to or suggest modern slavery may face summary dismissal and the matter may be referred to the relevant authorities.

Where suppliers, subcontractors or other third parties are found to have breached this policy, Roq will take appropriate action which may include termination of the business relationship.

All individuals are encouraged to raise concerns about any issue or suspicion of modern slavery in any part of our business or supply chain at the earliest possible stage. Concerns can be raised anonymously through our internal survey form or Employee Assistance Programme without fear of retaliation.

This policy will be reviewed annually or as required by regulatory or operational changes.