



Anti-Slavery Policy

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1. Policy Statement

LICQual UK is committed to ensuring that modern slavery, human trafficking, forced labor, and similar forms of exploitation have no place in our operations or supply chains. We are dedicated to upholding ethical practices and respecting human rights in every aspect of our business.

2. Scope of the Policy

This policy applies to all employees, contractors, consultants, suppliers, and business partners associated with LICQual UK. Everyone involved in our activities is expected to comply with the principles outlined in this policy.

3. Principles and Commitments

LICQual UK will:

- Prohibit all forms of modern slavery, including forced labor, bonded labor, and human trafficking.
- Conduct due diligence on our suppliers and partners to ensure compliance with anti-slavery laws.
- Ensure fair recruitment practices and transparency in employment terms.
- Provide training to employees to recognize and report signs of modern slavery.
- Investigate all reports of suspected slavery or exploitation and take appropriate action.

4. Responsibilities

- **Employees:** Must report any concerns about slavery or exploitation, whether within the company or its supply chain, without fear of retaliation.
- **Management:** Responsible for implementing and monitoring the policy, ensuring compliance with legal requirements, and addressing any incidents effectively.
- **Suppliers and Partners:** Must adhere to this policy and demonstrate their commitment to ethical practices in their operations.

5. Reporting Concerns

Any employee, supplier, or partner who suspects or identifies instances of modern slavery or exploitation is encouraged to report them immediately. Reports can be made confidentially to Licqual@licqual.co.uk. LICQual UK will handle all concerns with utmost seriousness and confidentiality.

6. Monitoring and Review

LICQual UK will regularly review and update this policy to reflect changes in legislation, best practices, and company operations. We will also periodically audit our supply chain and internal processes to ensure compliance with anti-slavery principles.

7. Breach of Policy

Violations of this policy by employees may result in disciplinary action, including termination of employment. For suppliers or partners, breaches may result in contract termination or legal action.