

# ICTQual AB

## Anti-Slavery Policy



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# **ICTQual AB**

## **Anti-Slavery Policy**

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## 1. Policy Overview

ICTQual AB firmly opposes all forms of modern slavery, including forced labour, human trafficking, servitude and other exploitative practices. These inhumane acts violate fundamental human rights, undermine ethical standards and are detrimental to the global community. As an organisation committed to integrity, fairness and ethical practices, we ensure our operations and supply chains are free from such abuses.

## 2. Purpose of the Policy

The purpose of this policy is to:

- Outline ICTQual AB's commitment to eradicating modern slavery from its operations.
- Establish guidelines for detecting, preventing and addressing potential risks.
- Encourage transparency, accountability and ethical practices in our business dealings.
- Provide a framework for educating stakeholders about the risks and signs of modern slavery.

## 3. Scope of Application

This policy applies to all individuals and entities directly or indirectly connected to ICTQual AB, including:

- Employees, whether permanent, temporary, or part-time.
- Contractors, consultants and subcontractors.
- External partners, suppliers and service providers.
- Stakeholders at every level of the supply chain.

## 4. Our Commitment to Ethical Practices

ICTQual AB upholds a strict zero-tolerance policy against modern slavery. To achieve this, we commit to:

- **Proactive Risk Management:** Identifying and mitigating risks related to modern slavery within our operations and supply chains.
- **Strict Supplier Standards:** Ensuring all suppliers and partners adhere to ethical practices, with contractual obligations prohibiting any form of forced or exploitative labour.
- **Awareness and Education:** Providing regular training and resources to employees, contractors and partners to recognise and address signs of modern slavery.
- **Transparency:** Maintaining open and honest communication about our efforts to combat modern slavery and reporting our progress when required.

## 5. Responsibilities and Roles

### 5.1 Leadership Team Responsibilities

The leadership of ICTQual AB holds overall accountability for implementing this policy.

Their duties include:

- Establishing and maintaining ethical procurement processes.
- Reviewing and updating the policy to address emerging risks.
- Conducting audits to evaluate compliance and identify potential gaps.

### 5.2 Managers and Supervisors

All managerial staff are responsible for:

- Ensuring their teams understand and adhere to this policy.
- Providing guidance and training on modern slavery prevention.
- Monitoring supplier and contractor compliance with our ethical standards.

## 5.3 Employees and Associated Partners

All individuals connected to ICTQual AB must:

- Familiarise themselves with this policy and comply with its provisions.
- Avoid any activity that could directly or indirectly contribute to modern slavery.
- Promptly report any suspicion or evidence of modern slavery through the appropriate channels.

## 6. Reporting Mechanism

ICTQual AB encourages all employees, contractors and partners to report concerns or suspicions regarding modern slavery.

- Reports can be submitted to line managers, a designated compliance officer, or anonymously through our whistleblowing platform.
- All reports will be treated confidentially and investigated thoroughly, ensuring the safety of the reporting individual.
- Retaliation or discrimination against individuals who report concerns in good faith will not be tolerated.

## 7. Preventative Measures

### 7.1 Supplier Due Diligence

ICTQual AB will assess all new and existing suppliers to ensure compliance with anti-slavery standards.

This includes:

- Conducting background checks and audits.
- Requiring suppliers to sign agreements affirming their commitment to ethical labour practices.
- Monitoring supplier operations to identify and address potential risks.

### 7.2 Training and Awareness Programs

We will regularly educate employees and stakeholders on:

- The nature and scope of modern slavery.
- Recognising signs of exploitative practices in the workplace and supply chain.
- Effective methods for reporting concerns.

## 7.3 Monitoring and Evaluation

ICTQual AB will:

- Perform routine assessments of business operations and supply chains to identify vulnerabilities.
- Update policies and procedures based on findings and evolving legal requirements.
- Collaborate with external experts and industry partners to enhance our anti-slavery initiatives.

## 8. Breaches of the Policy

Any violation of this policy will be treated with utmost seriousness. Consequences include:

- Disciplinary actions, up to and including termination, for employees found in breach.
- Termination of contracts with suppliers, contractors, or partners involved in unethical practices.
- Reporting criminal activities to the relevant legal authorities for prosecution.

## 9. Policy Review and Feedback

ICTQual AB is committed to regularly reviewing this policy to ensure its effectiveness and relevance. Employees, partners and stakeholders are encouraged to provide feedback or suggestions to strengthen our anti-slavery measures.

## 10. Communication and Implementation

This policy will be shared with all employees, contractors and partners during onboarding and through regular updates. ICTQual AB will:

- Clearly communicate its stance on modern slavery at the start of business relationships.
- Reinforce the importance of this policy through training sessions, internal communications and periodic reviews.

*For any questions, concerns, or suggestions regarding this policy, please contact us at [Support@ictqualab.co.uk](mailto:Support@ictqualab.co.uk).*

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