

## Modern Slavery Statement for Financial Year 2021/22

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Qualsafe.com has taken and is continuing to take to ensure that modern slavery or human trafficking does not take place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Qualsafe.com has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business

Qualsafe.com offers a range of goods and services relating to first aid, emergency care and health and safety (e.g. training kits, training manuals, manikins and medical equipment) and we have a customer base within and outside of the European Economic Area (EEA).

### Our high-risk areas

Due to the nature of our business and our approach to governance, we have assessed that there is a very low risk of slavery and human trafficking occurring in our business and supply chains. However we aim to review the effectiveness of the relevant policies and procedures that we have in place on an ongoing basis as part of our continuous improvement activities.

### Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

*Recruitment policy.* We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

*Whistleblowing policy.* We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

### Our Centres and suppliers

Qualsafe.com maintains a preferred supplier list. We conduct due diligence on all suppliers before agreeing to conduct business with them. This due diligence includes an online search to confirm that any prospective supplier has never been convicted of offenses relating to modern slavery. In addition to the above, we require them to confirm that they:

- have published an annual Modern Slavery Statement (if required by the Modern Slavery Act 2015)
- have ensured that any published statement includes all necessary information as required by the Modern Slavery Act 2015

We may terminate a supplier contract at any time should any instances of modern slavery come to light.

### Training

Qualsafe.com will provide new staff with information on the recognition of modern slavery and human trafficking through the induction process. We also regularly conduct refresher training for our staff so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### Approval for this statement

This statement is approved by the Board and signed on its behalf by:

Signed

A handwritten signature in black ink, appearing to read "Anita Goodfellow".

Anita Goodfellow, Director