

## Modern Slavery Act – Annual Statement

The Modern Slavery Act came into force on 29<sup>th</sup> October 2015 and places an obligation on QTS to publish an annual statement on the activities that QTS perform to eliminate modern slavery in our business and supply chains.

Modern Slavery is a criminal offence, it can occur in various forms, including servitude, forced or compulsory labour and human trafficking. All of these deprive a person of their liberty by exploiting them for personnel or commercial gain.

QTS have a zero tolerance approach to modern slavery and are committed to acting ethically and with integrity to ensure that there is no slavery or human trafficking within the business and our supply chains.

We carry out a robust system for supplier approval and monitoring. Suppliers will fail to be approved or will be disqualified and removed from the approved suppliers list for failure to fulfil the fundamental human rights of their workers, or if found to employ minors, or to have slavery or human trafficking taking place within their organisations. We ensure transparency within the organisation and with suppliers of goods and services to the organisation.

As a minimum, with the exception of apprenticeship schemes, all of our employees will be paid the National minimum wage in line with age and responsibilities, we will endeavour to ensure that this is carried through to our supply chain.

Pre-employment checks are carried out for all employees to reduce the risk of QTS directly employing individuals that could fall within the scope of modern slavery and also to ensure that they have a right to work within The UK.

To ensure QTS is compliant with the act we carry out due diligence within the organisation and within our supply chain. We have an internal compliance department that carry out routine checks and audits to ensure full compliance with the act.

This statement will be subject to annual review and has been approved by the QTS Group Ltd board.

Signed:



Date: 22<sup>nd</sup> November 2016

Alan McLeish  
Managing Director