



Modern Slavery Statement

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QWARE Limited Modern Slavery Statement

A) ORGANIZATION

This statement applies to QWARE Limited (referred to in this statement as 'the Organization'). The information included in the statement refers to the financial year 2022/2023.

B) ORGANIZATIONAL STRUCTURE

The Organization operates out of a single office, located at Cromwell House, 15 Andover Road, Winchester, Hampshire, SO23 7BT. QWARE Limited is part of a group of companies, wholly owned by QGate Holdings Limited. The group of companies also includes the associated company, QGate Software Limited, wholly owned by QGate Holdings Limited. The Organization is controlled by a Board of Directors. The Organization's registered address is Ground Floor Cromwell House, 15 Andover Road, Winchester, England, SO23 7BT. The Organization provides services to support small to medium sized organizations optimize with providing value-add solutions. The labor supplied to the Organization in pursuance of its operation is carried out in United Kingdom and North America.

C) DEFINITIONS

The Organization considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanized, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restrictions placed on freedom of movement.

D) COMMITMENT

The Organization acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organization understands that this requires an ongoing review of both its internal practices in relation to its labor force and, additionally, its supply chains.

The Organization does not enter into business with any other organization, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labor.

No labor provided to the Organization in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organization strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.

E) SUPPLY CHAINS

In order to fulfil its activities, the Organization's main supply chains include those related to provision of Cloud hosted Microsoft Services and Vendor provided software solutions provided from North American owned suppliers. We understand that the Organization first-tier suppliers are intermediary traders and there have further contractual relationships with lower-tier suppliers.

F) POTENTIAL EXPOSURE

In general, the Organization considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organization that supplies goods and/or services to it.

G) IMPACT OF COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for the Organization, as it did for others across the nation.

The Organization concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above.

During the pandemic, the Organization's employees still had access to the grievance procedure to raise any concerns that they may have had.

The Organization's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

H) STEPS

The Organization carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organization or supply chains, including conducting a review of the controls of its suppliers.

The Organization has not, to its knowledge, conducted any business with another organization which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organization has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing supplier contracts to include termination powers to action in the event that the supplier is, or is suspected, to be involved in modern slavery.

I) TRAINING

The Organization provides induction training to staff to effectively implement its stance on modern slavery.

J) SLAVERY COMPLIANCE OFFICER

The Organization has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organization obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of Approval: 03/04/2023

Signed: Mark Cooper, Director

Date: 31/05/2023