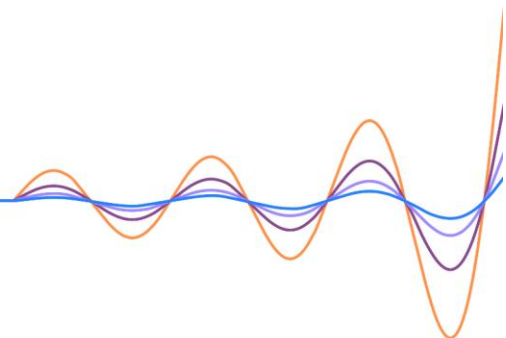




Modern Slavery Policy

CQPO-6 – Modern Slavery Policy [issue 2]
[Information Classification: **Public**]



Modern Slavery Policy

Policy statement

Coteq Solutions is committed to preventing modern slavery, forced labour and human trafficking in all parts of our business and supply chains. We take a zero-tolerance approach to any form of modern slavery and are committed to acting ethically and with integrity in all business relationships.

Although the risk of modern slavery within our direct operations is considered low due to the nature of our activities, we recognise our responsibility to remain vigilant and to take reasonable steps to identify and mitigate risks within our supply chain.

This policy supports the principles of the UK Modern Slavery Act 2015 and reflects our commitment to responsible business practices.

Scope

This policy applies to:

- All employees, directors and officers of the Company
- Contractors, consultants and agency workers
- Suppliers, subcontractors and business partners providing goods or services to the Company

Our Business and Supply Chains

Coteq Solutions operates primarily within a professional office-based environment. Our supply chains are limited and typically include:

- Professional services
- IT and office equipment suppliers
- Facilities and support services

We do not operate in sectors or regions generally associated with a high risk of modern slavery. Nevertheless, we acknowledge that modern slavery can exist in any supply chain and therefore apply proportionate controls

Responsibilities

- **Senior Management** is responsible for ensuring this policy is implemented and reviewed.
- **Employees and Contractors** are expected to comply with this policy and report any concerns.
- **Suppliers and Business Partners** are expected to uphold similar standards and comply with applicable laws

Due Diligence and Risk Management

To mitigate the risk of modern slavery, the Company will:

- Conduct proportionate checks on suppliers where appropriate
- Prefer suppliers who demonstrate ethical employment practices
- Include modern slavery considerations within procurement decisions
- Review supplier arrangements if concerns are raised

Reporting Concerns

Any employee, contractor or third party who has concerns about modern slavery or unethical practices is encouraged to raise these promptly. Reports may be made to management and will be treated seriously, confidentially, and without fear of retaliation

Training and Awareness

Given the size and nature of the business, formal training is not currently mandated. However, relevant staff are made aware of:

- The indicators of modern slavery
- Their responsibilities under this policy
- How to raise concerns

This approach will be reviewed if the business grows or its risk profile changes

Policy Review

This policy will be reviewed annually, or sooner if there are significant changes to the business or relevant legislation.

Approved by

Name: Simon Jones

Title: Director

Signature:

A handwritten signature in black ink, appearing to read "S. Jones", written over a faint circular background.

Date Approved: 03/02/2026