

QINETIQ



May 2026

Modern Slavery Statement

including fighting against forced and child labour



At QinetiQ, we believe all businesses have a part to play in combatting modern slavery, forced and child labour and human trafficking. We respect human rights and do not tolerate child labour or forced, bonded, involuntary, trafficked or unlawful migrant labour in our operations or our supply chain, and we fully support and abide by the principles of the UK, Australian and Canadian Acts as well as addressing current and emerging modern slavery legislation of other geographical markets in which QinetiQ operates.

We continue to review and develop our practices to ensure that we are strengthening our processes and guidance and have continued to make progress this year. Responsible business practice underpins how we operate and we have a strong commitment to work with our industry partners and supply chains to play our part in raising awareness and supporting the eradication of modern slavery, forced and child labour.

Steve Wadey Group
Chief Executive Officer



Our approach

The requirement to have a modern slavery statement applies to QinetiQ Group plc pursuant to

- (i) the UK's Modern Slavery Act 2015;
- (ii) Australia's Modern Slavery Act 2018 ;
- (iii) Canada's Fighting Against Forced Labour and Child Labour in Canadian Supply Chains Act 2023

In this Statement, "QinetiQ," "we," and "our" refers to QinetiQ Group plc unless stated otherwise.

It constitutes our statement for the financial year ending 31 March 2026, setting out the measures QinetiQ Group plc takes to prevent slavery, human trafficking, child labour and forced labour in our business and supply chains.

Actions towards assessing and addressing modern slavery risks related to our business, operations and supply chain, continued during FY26 and are described in this Statement.

Definition

Within QinetiQ, we acknowledge and adopt the definitions of modern slavery as set out in the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018, and Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act 2024.

We recognise that each piece of legislation identifies a range of serious human rights abuses, including slavery, forced and child labour, human trafficking, migrant workers, and other forms of worker exploitation. We take an umbrella approach that encompasses all forms of modern slavery captured across these three modern slavery frameworks. This comprehensive interpretation guides our action plan to ensure we address all manifestations of modern slavery consistently and robustly across our operations and supply chains.



Our Structure

QinetiQ Group plc is headquartered in Farnborough, UK and is the parent company of a number of wholly-owned subsidiaries operating across the UK, US, Australia, Canada and Germany (see appendix 1 for details). QinetiQ Group is incorporated in the UK, and has a primary listing on the London Stock Exchange (LSE).

We report through two segments:

- EMEA Services (Europe, the Middle East and Australasia), providing expertise and services, particularly test and evaluation; and
- Global Solutions, delivering products and solutions supported by research and development.

We operationally manage the business through four operating Sectors, each with their own Chief Executive and Leadership Team:

- UK Defence
- UK Intelligence
- United States
- Australia

QinetiQ is a science, engineering and professional services company operating in the defence and security markets. Our customers are predominantly government organisations, managing and operating extensive test and evaluation capabilities across air, land, sea and cyber. We are an information, knowledge and technology-based business working closely with industry and academia to deliver mission critical solutions.

Our expertise spans four core areas:

- **Research & Development:**
advancing science and technology to shape future capabilities. Our research and development drives innovation across autonomy, sensing, cyber and beyond, enabling our customers to stay ahead of emerging threats.
- **Engineering Services:**
offering deep technical expertise across the full lifecycle of capability development from concept and design to integration, sustainment and optimisation.
- **Test & Training:**
provision of world-class facilities, technologies and expertise to support the testing, evaluation and training of defence systems and personnel, ensuring readiness and reliability in real-world conditions.
- **Mission Support & Operations:**
delivering specialist support to enhance operational performance, resilience and decision-making, from strategic planning to frontline environments.

As a predominantly professional services organisation, we do not undertake mass production or significant manufacturing. Approximately 4% of revenue is generated from our product sales.

Our Year in Numbers for FY26



Number of countries
we are based in:

5



Number of
employees:

7,387

Percentage of the workforce located in our
three home countries and rest of the world (RoW):

UK

77%

US

12%

Australia

8%

ROW

3%



Group revenue:

£1,922.6m



Number of suppliers:

5,962

With approximately **94%** of revenue coming
from our home countries (UK/US/Australia)

Percentage spend with suppliers in our
three home countries (UK/US/Australia): **94%**



The Group spend with
suppliers for FY26 was

£1.03bn

Our Policies

We communicate our policies to our workforce, and compliance with these policies is monitored through Internal Control and our risk management processes.

The following are our key policies and processes:

Code of Conduct

The QinetiQ Group Code of Conduct (CoC) describes our values and standards, and how we work with our people, our customers and partners, local communities and the public.

As well as complying with all applicable laws and regulations, we are committed to meeting the highest standard of conduct. Our Code of Conduct includes guidance on modern slavery.

Our Code is available on our website.

Every year, our employees are required to complete the mandatory business conduct and ethics training which includes a sign-off to confirm their commitment and adherence to the CoC.

Supply Chain and Procurement Policy

The policy outlines how we engage suppliers in alignment with our risk management practices. We put the policy into practice through our internal processes and Knowledge NetworQs, which prohibit modern slavery, forced and child labour.

Ethical Trading Policy

The policy set out the ethical approach across all elements of the business life cycle applied to services and products, (including development, production, sale, transfer, donation or disposal), to provide a standardised and proportionate approach across the Group to ensure risk-informed, transparent and consistent decision making processes which take into account non-financial and ethical risks and/or impacts of human rights, across our activities and embedded into our international business risk management.



Modern Slavery Instruction

This instruction provides guidance on managing responsible and ethical business with regards to assessing and mitigating risk of modern slavery, forced and child labour, and human rights abuses from within our supply chains.

Environmental, Social and Governance Policy

The policy sets out how we embed consideration of environmental, social and governance (ESG) risks and drivers into all that we do support our commitment as a responsible business.

Resourcing Instruction

This instruction provides guidance on managing responsible recruitment with regards to employer pays principles (see page 9), compliance with local labour laws and access to employee identity papers.

Governance and Assurance

Our policies are held on our internal Business Management System – and not generally shared externally.

We monitor the application of our policies and procedures through our business assurance processes. We believe that this embedded approach to responding to modern slavery and human rights issues is effective.

We actively horizon scan for new and emerging international laws that apply in or are issued in places where we operate; we assess and ensure when applicable we are preparing through development of new policy, process and skills to ensure we are able to meet the requirements.

Our operations

Responsible Recruitment

We abide by and respect international labour laws and responsible recruitment is a core component of our commitment to preventing modern slavery, human trafficking, forced and child labour within our operations.

Our Group Resourcing Instruction states that:

“when recruiting new employees we will not engage in any form of trafficking or slavery and specifically, we will not; charge employees recruitment fees; destroy or deny access to employee identity documents or use recruiters who do not comply with local labour laws.”

Because of the nature of the work that we do, our skilled and permanent workforce, and where our sites are located, we do not have a significant risk of slavery within our operations and workforce. We are required to conduct security clearance pre-employment vetting. This vetting confirms an individual's identity, right to work status, employment history, and criminal record.

Where we undertake recruitment directly, we are not complacent. We continue to review our resourcing policies and responsible recruitment processes to consider and mitigate the risks of modern slavery, forced and child labour.

Within QinetiQ Limited (UK), we have outsourced our recruitment services to a third-party global recruitment provider of contingent and permanent workforce.

We undertook robust due diligence in the selection of our recruitment partner to ensure that we are confident that workers are recruited legally, ethically and voluntarily. This includes prohibiting the charging of recruitment fees to workers, verifying the legitimacy of employment contracts and ensuring that all workers, regardless of nationality or employment status are treated with dignity and respect.

As a company, we acknowledge that migrant and contract workers are at a higher risk of modern slavery, but we tend to have low exposure to this type of worker within our workforce. Our practices are designed to protect and promote human rights and fair labour throughout the recruitment, selection, and employment of both our employees and the work-seekers.

Our employees are protected by our policies such as health and safety, security, recruitment, pay, working hours, freedom of association and non-discrimination.

Case study:

During FY26, we implemented a due diligence assessment to perform an audit of payroll to ensure that no two employees had the same bank account or home address (unless married / related) by each of our Group entities. While no issues were found, we are not complacent and feel this is a critical spot check we should be undertaking regularly.

Real Living Wage

QinetiQ has been a member of the Living Wage Foundation and a living wage employer since April 2024.



Everyone working at QinetiQ in the UK, whether they are a permanent employee, or an on-site contractor, receive at least the real Living Wage.

US Trafficking Victims Protection Act 2000 (TVPA)

In keeping with U.S. government policy which, by law, applies to U.S. government contractors and their employees, subcontractors, subcontractor employees, and agents – during or in connection with the performance of any of our business activities, we prohibit any person associated with QinetiQ from using forced labor or procuring commercial sex acts. We are committed to practices that deter and prevent these forms of trafficking and slavery.

Our Supply Chains

The goods and services that we procure in the delivery of our business are largely professional services, and research services.

Our suppliers can be divided broadly into two categories;

1. Those that support the delivery of services and products to our customers (e.g. Engineering Services, Research and Academia).
2. Those that we use to support our business operations (e.g. Infrastructure, Facilities Management Services and IT);

Because of the nature of what we buy, our service and product supply chains are relatively short and often draw primarily on domestic suppliers, although in some cases, beyond tier 1, these extend globally.

Case study:

QinetiQ Limited (UK): of the top 10 countries we source from, **94%** of our spend is domestically within the UK and **3%** in the US. **<1%** of spend is within a high-risk country. The remaining spend is within Australia, Canada and Germany, and Europe including Sweden, France, Switzerland and Ireland.

Engaging with our supply chains

We engage with our supply chain to set expectations through a number of channels including commercial terms and conditions, supplier code of conduct and due diligence processes.

Contract Clauses

QinetiQ has clauses prohibiting modern slavery, forced and child labour in our standard supplier Terms and Conditions (T&Cs) for procuring goods and services, including a third party's knowledge of modern slavery in its operations and supply chain, rights to audit, notification obligations, and obligations to follow QinetiQ's Supplier Code of Conduct.

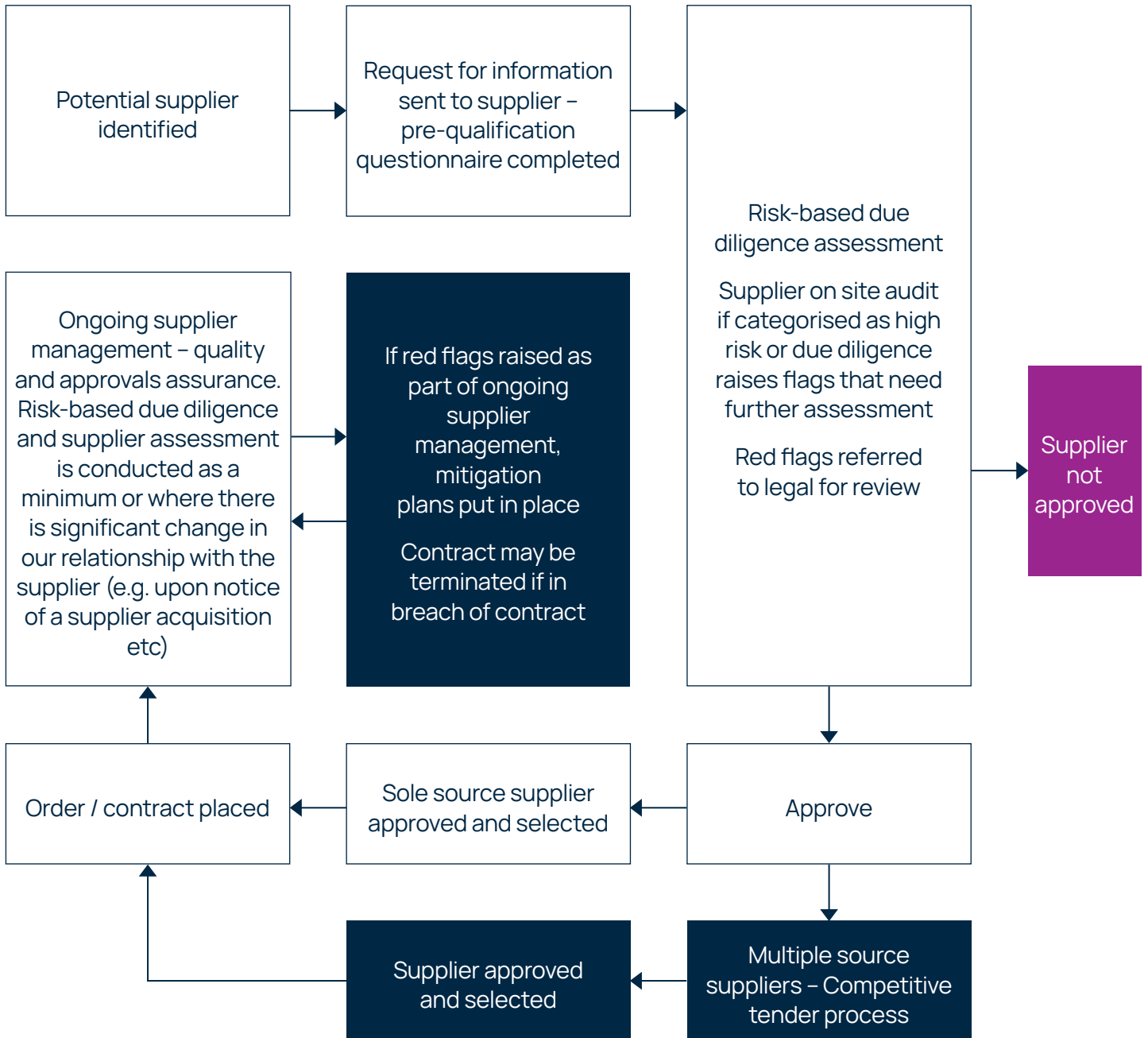
Supplier Code of Conduct

The **Supplier Code of Conduct** SCoC complements our Group CoC and T&Cs by defining the minimum standards expected of our suppliers, including for modern slavery, forced and child labour. Our suppliers are required to fully comply with the applicable legal requirements and ensure their operations are free from child labour and from forced, bonded, involuntary, trafficked or unlawful migrant labour.

We continue to assess modern slavery, forced and child labour risks within our tier 1 supply chain based on where our suppliers are located (geographical risk) and the goods and services provided (commodity risk).



Supplier Assurance & On-boarding



Raising Concerns

Worker support and voice

We provide a range of support and engagement mechanisms to ensure our employees feel safe, informed and empowered to speak up:

Worker voice

- We support freedom of association (as described in our Code of Conduct)
- Worker voice initiatives: including Global Employee Voice (GEV), community networks, and employee engagement surveys.

Speak up / Reporting concerns

- Confidential Reporting:
 - anonymous and accessible confidential reporting to both internal and external parties
 - Speak up helpline for employees: for advice and raising concerns with an Ethics Champion
- We have published international and local NGO modern slavery helplines on our intranet and provide details within our modern slavery training

Additional help and support

- EAP: free and confidential support for all employees.
- Mental Health First Aiders
- Ethics Champions network

QinetiQ fosters a psychologically safe culture in which all colleagues can ask questions, raise concerns, and report potential misconduct without fear of retaliation. We continue to explore how similar support and engagement pathways can be extended to third-party and value chain workers, particularly in higher-risk sectors or geographies.

Speak up for third parties

- We communicate our confidential reporting line to third parties via our Code of Conduct, supplier Code of Conduct and Responsible Procurement Guide.

For QinetiQ's 24/7 confidential reporting system, visit:

- RoW: <http://QinetiQ.ethicspoint.com/>
- US: <https://QinetiQinc.ethicspoint.com.>

Remediation

For the financial year ending 31st March 2026, QinetiQ has not identified any reportable incidents of modern slavery, forced labour or child labour in its activities or its supply chain that would require QinetiQ to take any measures to remediate or eliminate the use of modern slavery, forced labour or child labour, or to address any resulting loss of income to vulnerable persons.

Our Due Diligence and Risk Management

We undertake modern slavery, forced and child labour risk assessments at an enterprise level across our business, and particularly in relation to our supply chains.

In the UK, we are a leading participant of the Joint Supply Chain Accreditation Register (JOSCAR) which in collaboration with other UK defence and security primes, helps us mitigate modern slavery risks within our supply chains during prequalification and annual reassessment.

As part of our modern slavery governance compliance activity, suppliers are screened for sanctions and previous prosecutions.











We undertake risk reviews of our suppliers based on country, products, services and sector risk. In our supply chain if we consider a potentially higher risk of modern slavery, forced and child labour and human trafficking may occur or there is identified a potential cause for concern, we undertake appropriate action to understand, qualify and address the risks or issues.

Higher risk countries of concern:

QinetiQ maintains a country risk table which allocates each country a red, amber or green risk rating for a number of different risk areas. For the purposes of modern slavery, forced and child labour, we use a number of open source insights: Global Slavery Index, Freedom House, Fragile State, Corruption & Perceptions Index and V-DEM Distribution of Human Rights.

Higher risk categories:

Using the Global Slavery Index and guidance from our professional networks, QinetiQ has determined the following categories as higher risk to our business and supply chains:

	Batteries		Manufacturing
	Construction		Textile and Clothing
	Electronics		Robotics
	Facilities Management		Transport and Distribution
	IT		Waste Management

In FY26 circa **30%** of our Group spend is in higher risk categories. Approximately **<1%** of our spend was in high-risk countries.

Raising Awareness

QinetiQ uses communication campaigns to raise awareness of modern slavery, forced and child labour within our own operations and across our supply chains:

- **July 2025:** World Against Persons in Trafficking: Spot the Signs! – delivered internally and externally to spotlight indicators of trafficking and forced labour and national contact details for respective agencies in each of the territories that we operate
- **October 2025:** Anti-Savery Week – delivered externally to suppliers as a joint initiative with Industry peers through the JOSCAR ESG buying community (see case study on page 17)
- **March 2026:** People Safety in Supply Chains – delivered internally including a checklist of questions to consider when deciding about new products, to ensure the safeguarding of people in our supply chains

We have in place a 'Global Modern Slavery Resource Hub' on our Sustainability Knowledge NetworQ to give our employees and those in key roles access to the latest information and resources.

Training and Building Capability

QinetiQ recognises that the knowledge, responsibility and conduct of our people play an important role in mitigating the risks of human trafficking, child labour and forced labour within our organisation and supply chains.

To help our workforce in key roles identify and address modern slavery, human trafficking, forced and child labour risk in our business, we provide an online e-learning training module. We include a modern slavery scenario in our annual business conduct and ethics training, which is a mandatory requirement for all employees and undertaken by our Board. This approach helps ensure all our employees are aware of the issues and understand their role in helping to prevent modern slavery, human trafficking, forced and child labour.

Stakeholder Engagement

Collaboration

QinetiQ benefits from engagement and collaboration, with internal and external stakeholders, including industry peers and networks, suppliers and cross-sector businesses exposed to similar modern slavery, forced and child labour risks.

We participate in a range of expert forums, collaborating with customers and industry peers to share knowledge and implement best practice ethical business standards. We are active members of the MOD Sustainable Procurement Working Group, Department of Business and Trade Roundtable, ADS (Aerospace Defence Security) Business Ethics Network and Sustainability Network, techUK Responsible Business Conduct, BSA (British Services Association) Modern Slavery Council and Hellios JOSCAR ESG Working Group.

Our partnerships with these organisations enable us to draw on their experience and subject-matter expertise when developing and implementing actions to identify and address modern slavery, forced and child risks in our supply chains. We also continue to respond to due diligence enquiries and requests from our customers and investors.

QinetiQ has now maintained a Modern Slavery Assessment Tool (UK GOV) score of in excess of **80%** for over five years.

Case Study

In recognition of Anti-Slavery Week (October 2025), we collaborated with BAE Systems, NATS, Thales and Hellios in the JOSCAR UK ESG community for a coordinated cross-industry initiative to deliver a consistent message across our collective SME communities on modern slavery.

Our aim was to share experiences, good practices and raise awareness of the recently published UK Transparency in Supply Chains (TISC) Guidance.

Each company delivered a themed presentation to a shared audience which demonstrated our commitment to transparency, ethical supply chains, and responsible business practices, whilst encouraging our audience to consider how they can participate and engage with their supply chains and us.

By leveraging combined experience, resources, and supplier networks, the group established a platform for learning and dialogue.

Learning from others

QinetiQ hosted Sodexo (founder of the BSA Modern Slavery Council), to talk about how a company in an adjacent sector is tackling the issue of modern slavery in their organisation, and supply chain.

The vital role of stakeholder engagement

Thales shared insights from work with Stronger Together and other stakeholders to develop a more robust due diligence processes around modern slavery. Thales also introduced a Lived Experience Consultant, offering an insightful opportunity to hear a powerful survivor's story firsthand.

Due Diligence, Risk & Responsibility

NATS illustrated the importance of undertaking the appropriate due diligence, utilising case studies, lessons learned and how this has shaped modern slavery reporting.

Understanding Vulnerability

BAE Systems outlined three lenses for considering modern slavery vulnerability, together with some key aspects related to each of these.

The importance of JOSCAR data

Hellios focussed on the information gathered through the JOSCAR questionnaire and explored key themes identified across the dataset. Hellios were joined by Non-Executive Director, Hellios, and Associate Professor of Saïd Business School, University of Oxford, to provide insight into these data trends and discuss the importance of accurate data.

As a community we recognise the benefits of collaboration on this issue and intend to build on this with further themed sessions in 2026 to provide a platform for our sub-tier suppliers and their respective supply chains to join the conversation and share their practices and experiences.

Consultation

Delivering this Modern Slavery Statement and the underpinning Action Plan requires a multi-disciplinary approach.

This Statement was prepared in consultation with subject matter experts and representation from across the Group (as listed in Appendix 1), Internal stakeholders included ESG, Supply Chain and Procurement, Corporate Affairs, Legal, Marketing and Communication, and People teams across the Group, to provide feedback on the Statement during the drafting process.

The Business Ethics Committee (including the Chief Finance Officer, CEO, Chief of Staff and Group Director Legal & Company Secretary) was provided and briefed with an early outline of the Statement.

Assessment of and the effectiveness of our approach

To ensure our efforts are effective, we have established a set of key performance indicators to help us monitor and evaluate the impact of our initiatives.

Key Performance Indicators	FY26
1. The number of supplier awareness briefing sessions delivered	1
2. % of suppliers who have acknowledged and accepted the Supplier Code of Conduct*	62%
3. % of suppliers who have fully completed JOSCAR assessments*	67%
4. % of suppliers in high-risk countries where we have completed annual sanctions checks	100%
5. % of payroll audits performed	100%
6. The number of updates provided to the Board on modern slavery	1

* refers to QinetiQ Limited only

Our Actions

Progress in FY26 we:

- Undertook a gap analysis against the latest guidance from the UK Government Transparency in Supply Chains and Churches, Charities and Local Authorities (CCLA) Benchmark 2025.
- Reviewed and updated our Group Modern Slavery Action Plan to ensure that it continues to be relevant and effective.
- Continued to work with our third-party subcontractors on UK sites as they progress towards compliance with our Real Living Wage commitment.
- Implemented a due diligence assessment of payroll
 - Worked collaboratively with Industry peers to deliver a five part joint series on modern slavery around the Transparency in Supply Chain Guidance during Anti-Slavery week
- Participated in the techUK Responsible Business Conduct Group
- Participated in the UK Government Department for Business and Trade's – Trade and Forced Labour Business Roundtable
- Became the chair of the JOSCAR ESG Working Group
- Continued to:
 - Screen new suppliers and provide additional scrutiny on high-risk suppliers.
 - Raise awareness (via communications and intranet web resources) for our workforce e.g. the Sustainability Knowledge NetworQ

Looking to the future:

- Further develop our KPIs, due diligence and risk assessment processes in alignment with the Transparency in Supply Chains guidance and CCLA Benchmark Report 2025
- Further develop our remediation strategy in line with worker-centric guidance
- Continue strategic collaboration with Industry peers
- Deepen data collection and supply chain mapping
- Continue to develop practical guidance for suppliers
- Monitor progress against action plan
- Continue to:
 - Engage with tier 1 suppliers.
 - Learn and share best practice through our trade and professional bodies.
 - Monitor the development of new regulations or guidance relating to prevention of modern slavery, forced and child labour in the territories where we operate

Governance

Strong governance underpins responsible business practice and our Board receives regular updates on business ethics and modern slavery. Our Business Ethics Committee, chaired by our Chief Ethics Officer, Group Company Secretary & General Counsel, has oversight of our human rights approach, including modern slavery and forced and child labour.

The modern slavery programme is delivered via collaboration across key functional roles (e.g. Supply Chain & Procurement, Legal & Governance, ESG teams and our People function), lead by the Responsible Procurement Lead and is sponsored as part of our ESG Strategy by the Chief Finance Officer.

Attestation and Approval

This Statement has been approved by the QinetiQ Board of Directors and satisfies the requirements of the UK 'Modern Slavery Act 2015', the Australian 'Modern Slavery Act 2018' and the Canadian 'Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023'. It has been signed by the CEO of QinetiQ plc who is a member of the Board of Directors.

For the purposes of the Australian Act and the Canadian Act, the reporting entities covered by this Statement are identified in Appendix 1.

For the purposes of the 'Fighting Against Forced Labour and Child Labour in Supply Chains Act' ("the Act"): "In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed."

They all delegated authority to CEO to sign this response on their behalf.

Signed:



Steve Wadey
Chief Executive Officer, QinetiQ Group plc

19 May 2026

Appendix 1

QinetiQ Group is a UK led multi-national organisation. Below is the list of in scope reporting entities:

Company Name	Country	Segment	Description
QinetiQ Limited (3796233)	UK	EMEA Services	Group Head Office
QinetiQ Target Systems Limited (1877695)	UK	Global Solutions	Manufacturing Subsidiary
QinetiQ Training and Simulation Limited (02250553)	UK	EMEA Services	Subsidiary
Naimuri Limited (09316579)	UK	EMEA Services	Subsidiary
Inzpire Limited (05456427)	UK	EMEA Services	Subsidiary
QinetiQ Inc.(54-1642759)	US	Global Solutions	Manufacturing Subsidiary
Foster Miller Inc. (04-2212281)	US	Global Solutions	Subsidiary
Avantus Federal LLC (6770)	US	Global Solutions	Subsidiary
QinetiQ Australia Pty Ltd (ACN 125 805 647)*	Australia	EMEA Services	Subsidiary
Air Affairs (Australia) Pty Ltd (ACN 006 238 839)*	Australia	EMEA Services	Manufacturing Subsidiary
QinetiQ Training Australia Pty Ltd (ACN 074 625 513)*	Australia	EMEA Services	Subsidiary
QinetiQ Group Canada Inc (1973861)	Canada	EMEA Services	Manufacturing Subsidiary
QinetiQ GmbH (HRB 21374)	Germany	EMEA Services	Subsidiary

(*our entities have a number of subsidiaries, with non-trading supply chains).

Appendix 2

How we have addressed the reporting criteria

The table below sets out the where in this statement we have addressed the recommended reporting criteria under the UK Act and the mandatory reporting criteria under the Australian and Canadian Acts.

UK Act	Australian Act	Canadian Act	Addressed in this Statement
Organisation's structure, its business and its supply chains	Identify each reporting entity covered by the joint statement Describe the structure, operations and supply chains of each reporting entity covered by the joint statement	Entity's structure, activities and supply chain	Appendix 1: List of Reporting Entities Our Structure, Business and Supply Chains
Parts of the organisation's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk	Describe the risks of modern slavery practices in the operations and supply chains of each reporting entity covered by the joint statement and any entities that each of those reporting entities owns or controls	The parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk	Our due diligence and risk management Our Actions
Organisation's policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains	Describe the actions taken by each reporting entity covered by the joint statement and any entities that each of those reporting entities owns or controls to assess and address these risks, including due diligence and remediation processes	The entity's policies and due diligence processes in relation to forced labour and child labour Any measures taken to remediate any forced labour or child labour Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains	Our Policies
Training about slavery and human trafficking available to the organisation's staff		The training provided to employees on forced labour and child labour	Raising Awareness, Training and Building Capacity

UK Act	Australian Act	Canadian Act	Addressed in this Statement
<p>Organisation's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate</p>	<p>Describe how each reporting entity covered by the joint statement assesses the effectiveness of actions being taken to assess and address modern slavery risks</p>	<p>How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains</p>	<p>Assessing effectiveness</p>
	<p>Describe the process of consultation with each reporting entity covered by the joint statement and with any entities that each of those reporting entities own or control</p>		<p>Stakeholder Engagement</p>
	<p>Any other relevant information</p>	<p>Steps taken during the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the organisation or of goods imported into Canada by the organisation</p>	<p>Our Actions</p>

**For further information
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