

## ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

### 1: About us and our commitment

VQ Communications is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain.

As an organisation, we are not required by the Modern Slavery Act 2015 to issue an anti-slavery statement. However, we feel strongly about ensuring the safety of our team and the wider impact of modern slavery on the world we live in.

VQ Conference Manager is a video conferencing management platform which is designed to deliver higher availability, better performance, increased scalability, improved security and greater ease-of-use. In order to do this, we have a small team who carry out the matters that are at the core of our business. As such, our supply chain is short and mostly relates to activities that are ancillary to our business, such as purchase of office supplies, limited selection of merchandise etc. Nonetheless, we strive to ensure our operations are ethical and that we do our bit to reduce the risk of slavery and human trafficking.

To find out more about the nature of our business, please go to [our website](#).

### 3: Policies

As part of our commitment to combating modern slavery, we have implemented our Anti-slavery Policy (a copy of which is available on request).

### 4: Due diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our organisation and supply chains, we have adopted due diligence procedures appropriate to our business and the risks identified.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains;
- monitor potential risk areas in our business and supply chains;
- reduce the risk of slavery and human trafficking occurring in our business and supply chains;
- provide adequate protection for whistleblowers.

## 5: Risk and compliance

VQ Communications regularly evaluates the nature and extent of its exposure to the risk of modern slavery. With this in mind, we pay particularly close attention to:

- our supply chain (e.g. office supplies, merchandise etc.);
- any outsourced activities, particularly to jurisdictions that may not have adequate safeguards;
- cleaning and catering suppliers;
- corporate hospitality;
- our recruitment channels.

We do not consider that we operate in high risk sectors or locations for the reasons detailed above. However, if we do identify a potential risk, our staff are able to follow our due diligence and reporting procedures set out in our Anti-Slavery Policy.

## 7: Training

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training, employees are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.

## 8: Review

We will review our Anti-Slavery Policy and this statement regularly, at least annually.