



*Enabling Transformation*

# Modern Slavery Statement 2023

# Introduction

QX Global Group (referred to as "QX Global" or "the Company") is committed to upholding human rights & eradicating modernslavery and human trafficking from its business operations and supply chains. This statement is made in accordance with Section 54 of the UK Modern Slavery Act 2015 and other applicable Modern Slavery regulations for the financial year ending 31 March 2023.

## About QX Global Group

QX Global Group is a global consulting, digital transformation, and business process management (BPM) services company that partners with organizations seeking to transform and optimize their business operations.

Our diverse, global workforce comprises more than 3,000 inspired people operating in 11 countries, including 5 delivery centers located in India and Mexico. Our focus is on achieving measurable outcomes for our clients making them more profitable, efficient, and competitive.

## Supply Chain Overview

At QX Global, we acknowledge that our supply chain carries the potential to influence the risks associated with modern slavery and human trafficking. Our supply chain can be categorized as follows:.

- **Our Services:** QX Global Group is a leading provider of comprehensive services, offering a wide range of solutions to cater to our clients' diverse needs. Our service portfolio includes Strategy and consulting, BPM (Business Process Management), Digital and automation, as well as Software services. We take immense pride in delivering innovative, high-quality solutions to businesses spanning various industries.
- **Our Products:** As a testament to our commitment to excellence, QX Global Group develops and delivers cutting-edge products that empower businesses to achieve their objectives. Our product range encompasses [list examples of products, e.g., software solutions, hardware devices] designed to optimize operational efficiency and drive success.
- **Our People:** At the core of QX Global Group's success lies our talented and dedicated professionals. From skilled contractors to temporary workers and other personnel, our team is wholeheartedly devoted to supporting and enhancing our business operations. We deeply value the contributions of every individual and are committed to fostering a workplace culture that encourages growth, respect, and inclusivity.

As a trusted provider of services and products, QX Global Group takes great pride in upholding stringent ethical standards and ensuring that our supply chain aligns seamlessly with our commitment to addressing the risks associated with modern slavery and human trafficking. We maintain a strong sense of accountability, both for ourselves and our suppliers, in adhering to our Code of Conduct. This entails promoting equitable and responsible practices throughout every facet of our business. Together, we are dedicated to making a positive impact and contributing to the creation of a better, more sustainable future.



## Policies and Procedures

QX Global Group maintains a robust framework of policies and procedures meticulously designed to prevent and address modern slavery and human trafficking risks. These policies include, but are not limited to:

- **Code of Conduct and Ethics:** Our Code of Conduct outlines the fundamental principles and expectations for ethical behavior by all employees and suppliers engaged with QX Global Group.
- **Supplier Code of Conduct:** We have a Supplier Code of Conduct that clearly articulates our expectations for our suppliers regarding quality, service delivery, and data protection.
- **Whistleblower Policy:** To provide a safe avenue for reporting concerns, we maintain a Whistleblower Policy that protects individuals who raise legitimate concerns related to modern slavery and other unethical practices.
- **Anti-Harassment and Anti-Discrimination Policy:** Our commitment to maintaining a workplace free from harassment and discrimination is further reinforced through specific policies addressing these issues.

# Risk Mitigation And Due Diligence

QX Global Group undertakes a risk-based approach to identify and mitigate modern slavery risks in its supply chain. Our measures include:

- **Supplier Onboarding:** During the supplier onboarding process, we require all suppliers to adhere to our Supplier Code of Conduct, emphasizing our commitment to combating modern slavery.
- **Supplier Audits:** We conduct periodic audits of our suppliers, especially those operating in higher-risk sectors, to ensure compliance with labor laws and ethical standards.
- **Training and Awareness:** We provide training and awareness programs to relevant employees and suppliers to enhance their understanding of modern slavery and human trafficking risks.
- **Due Diligence:** Prior to engaging with new suppliers or partners, we perform due diligence to assess their practices, including their stance on modern slavery.

## Key Performance Indicators

QX Global Group uses the following key performance indicators (KPIs) to assess the effectiveness of our efforts in combatting modern slavery and human trafficking:

- **Supplier Compliance:** Percentage of suppliers who have signed and acknowledged the Supplier Code of Conduct.
- **Training Completion:** Percentage of relevant employees and suppliers who have completed modern slavery awareness training.
- **Audit Findings:** Results of supplier audits, with remedial actions taken to address any identified issues.



# Statement Approval And Review

This modern slavery statement has been approved by the Board of QX Global Group and was signed on 28 September, 2023. We are committed to conducting an annual review and update of this statement to ensure its ongoing relevance and effectiveness in addressing modern slavery and human trafficking risks.

