



# Modern Slavery Act Statement

November 2024

Quori is committed to high standards of business and ethical behaviour including compliance with all applicable laws and regulations. From our development in 2016 to our growth into a global service provider today, human rights and sustainability have always underpinned the services we deliver to our customers.

This statement summarises the steps we have taken, through our policies, procedures, and risk assessments, to address the risks of slavery and human trafficking in our business or our supply chains worldwide. The statement refers to the financial year ending 31 July 2024, in accordance with Section 54 of the Modern Slavery Act 2015. It has been reviewed and approved by the Board of Directors of Quori Limited. This statement is published on our website [quori.io](https://quori.io), and uploaded to the UK government's modern slavery statement registry.

## Our Business and Supply Chains

Quori is a leading provider of AI-powered operational intelligence software to public, private, and non-profit organizations around the world. Our team is made up of leading professionals from risk management, software engineering, intelligence, and data analytics backgrounds. Our personnel include some of the world's leading experts in machine learning, targeting, and geo-spatial intelligence.

All our software development and management are done in-house, so our supply chain consists of service providers to facilitate this, such as cloud computing platform and database



providers. We only work with world-leading providers (such as AWS) whose policies, procedures, and risk management practices align with our own and those of our clients, who include the United Nations and government agencies.

We carefully monitor and learn from developments in our sector, and continuously update our own practices to ensure we remain in line with best practices. →

## Our Policies

Quori is committed to respecting labor standards and human rights in line with the principles and guidance in the UN Guiding Principles for Business and Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at work.

We recognise the importance of human rights and labour standards, and that there is both a moral and business case for ensuring that these are upheld and respected throughout our company and business relationships. Quori has policies and procedures in place that seek to identify, prevent, and mitigate risks associated with poor labour standards or human rights issues.

### Code of Conduct

Our Code of Business Conduct summarises our commitment to ethics and integrity. It affirms that we have zero tolerance for modern slavery and human trafficking and that we expect our suppliers to provide a decent working environment for their own employees in accordance with the International Labour Organisation (ILO). Similarly, we expect them to take all necessary steps to assess and minimise the risk of modern slavery in their own supply chains. If our suppliers' standards do not already meet or exceed our own, we ask them to adhere to our Code of Business of Conduct. In the year ahead, we will embed this into our contract templates.

### Labor Standards and Human Rights Policy

This policy sets out the fundamental principles embedded in our business operations and culture to ensure we do not engage in activities that directly or indirectly violate human rights or labour standards. It is a "living" document that is responsive to changes in the law, international environment, evolving best practices, and social norms. All Quori employees, contractors, or suppliers are, in one form or another, open to audit for compliance with this policy. The spirit of this policy applies not only to all employees of Quori but also to any advisor, contractor, supplier, or agent engaged by Quori.

### Purchasing and Due Diligence

All Quori purchasing decisions are subject to our purchasing policy. When assessing the suitability of a supplier, we consider:

- Quality: ISO certifications or equivalent industry standards, policy statements
- Financial security: Financial statements, annual reports
- Ethics: CSR statements, policy statements on human rights, labour, anti-bribery and corruption
- Clients and past performance, referees if needed/appropriate

We ask our suppliers to complete our due diligence and sign our compliance forms including those on labor standards and human rights. Where suppliers are large, reputable companies (for example, AWS, Apple, Google), we assess the supplier's policy statements and procedures, ensuring that these meet or exceed Quori's own standards. →

## Whistleblowing

We understand the importance of employees, partners, customers, suppliers and the public being able to speak up about any ethical concerns with confidence. Our Whistleblowing policy and Code of Business conduct provide pathways for issues to be raised at any time, including anonymously. This information is briefed to personnel upon induction, provided to personnel and suppliers in policies, and can also be found on our company website [quori.io](https://quori.io).

## Risk Assessment

The management of risks is a core function of Quori's service delivery. Our clients' operations and the software we deliver to support them can often face a wide range of risks: physical, operational, reputational, legal, financial, human rights, and environmental.

Understanding the power and potential impact of our software and our customers, we assess the potential human rights and ethical risks prior to taking on any new work.

Ensuring the management of these risks is a critical activity and Quori personnel, at all levels, are encouraged to identify risks and mitigation measures, to integrate risk and make informed decisions across all operational activities. This includes the consideration and monitoring of human rights risks associated with modern slavery, human trafficking, and forced labour.

## Training and Development

As a part of their induction, all Quori employees and contractors are required to complete training on human rights, which covers modern slavery, forced labor, human trafficking, discrimination, and sexual and gender-based violence (SGBV).

Our human rights training has been developed by experts in human rights and risk management, in collaboration with UN human rights lawyers. In addition to building a solid foundation on human rights issues, it also contains scenarios that our personnel would be most likely to encounter depending on their role and location. From 2023, we added in a module on sexual and gender-based violence to provide our personnel with more specific understanding of these issues.

Through this training, we aim to:

- Ensure our personnel can contribute to monitoring and upholding our principles within our business, and;
- Enable our personnel to understand the potential human rights impacts associated with the use of our services. This means they, where possible, can make human rights-focused contributions to the software we develop. For example, building in additional protections for our users. →

## Accountability

We measure several key performance indicators (KPIs) to understand the effectiveness of steps being taken. These include:

- Percentage of Quori employees and contractors who have completed modern slavery awareness training.
- Percentage of suppliers assessed for modern slavery risks, with a focus on high-risk suppliers.
- Number of reported modern slavery incidents and percentage resolved within a specified timeframe.
- Confirmation that Quori publishes an annual statement detailing measurable goals and achievements.
- Percentage of new contracts that included modern slavery clauses to ensure ethical sourcing practices.

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