



HIQ SERVICES

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

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Approved By: Managing Director

1. PURPOSE

HiQ Services is committed to preventing modern slavery, forced labour, bonded labour, child labour and human trafficking in its operations and supply chain.

2. SCOPE

This policy applies to all employees, directors, contractors, subcontractors, suppliers, vendors, consultants and business partners.

3. POLICY STATEMENT

The Company maintains zero tolerance for any form of modern slavery or human trafficking and expects the same commitment from its suppliers and business partners.

4. COMPLIANCE

The Company complies with applicable Indian laws and aligns its practices with internationally recognized principles including the UN Guiding Principles on Business and Human Rights and ILO Core Conventions.

5. OUR COMMITMENTS

- No child labour.
- No forced, bonded or compulsory labour.
- No human trafficking.
- Fair recruitment practices.
- Freedom of movement and resignation.
- Payment of lawful wages and benefits.





- Safe and healthy working conditions.

6. SUPPLIER EXPECTATIONS

Suppliers shall comply with applicable labour laws, prohibit modern slavery, maintain ethical employment practices and cooperate with compliance reviews.

7. REPORTING CONCERNS

Employees and stakeholders are encouraged to report suspected violations confidentially without fear of retaliation.

8. TRAINING AND MONITORING

Management will provide awareness, conduct periodic reviews and take corrective action where required.

9. REVIEW AND APPROVAL

This policy will be reviewed every two years or earlier if required.

Authorized Signatory
Managing Director
HiQ Services