Collaborative Working Policy

QTS Group Ltd. Policy Statement

QTS Group recognises that working with clients, partner businesses, suppliers and contractors will benefit all parties through deliberate value creation, enhancing efficiencies, and driving sustainable growth for all stakeholders.

We have an established culture of innovation, partnership working and co-operation with all parties to achieve mutual goals. We also strive for early and amicable resolution of conflicts.

Our policy is to further this culture through collaborative working and to establish and maintain an environment that develops trust between organisations and will ensure:

- Joint efficiency improvements
- Further innovation and new ways of working
- Personnel involved in collaborative roles possess the necessary competencies and behavioural skills required to maintain effective and productive working relationships
- Increased transparency and trust between organisations
- Improved understanding of each parties' values and objectives
- A framework for setting and achieving collaborative business relationship objectives

We are committed to identifying and managing the risks and opportunities inherent in collaborative working to protect the interests of all parties and ensure project resilience.

To further develop our framework for Collaborative Working, we have developed a Collaborative Working management system and achieved ISO 44001 certification which we are committed to maintain. Through our integrated management procedures, we will seek to embed the framework and tools to assist our staff in Collaborative Working in our company systems.

QTS Group will:

- Provide the leadership and resources to enable co-operation and collaboration with our clients, partners and suppliers.
- Maintain a register of formal collaborative relationships.
- Encourage our staff to work in a collaborative manner and demonstrate our values in their relationships with other organisations.
- Ensure a free exchange of information and knowledge between all working groups.
- Regularly set and review objectives and targets to achieve continual improvement in our collaborative performance.
- Comply with the requirements of ISO 44001 and the relationship management plans agreed with our collaborative partners.

Our framework encompasses the entire collaborative lifecycle, including the establishment of clear exit strategies to ensure that the conclusion of any partnership is managed professionally and without detriment to the parties involved.

Our supply chain is important to us in achieving these objectives and we will support and develop relationships with our suppliers to achieve mutual benefits.

This policy has been endorsed by the QTS Group's Managing Director, Andrew Steel, on the 1st May 2026 and is reviewed and developed on an annual basis or as required.

A signed copy is retained at Head Office