

Modern Slavery Act Statement

BOARD OF DIRECTORS STATEMENT

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Swiis International Ltd.'s slavery and human trafficking statement for the financial year commencing 1 October 2020 and ending 30 September 2021. References to "Swiis", "we", "us", "our" or the "company" are to Swiis International Ltd and the members of its group.

SWIIS INTERNATIONAL LIMITED

Swiis International Ltd is the ultimate parent company of Swiis (UK) Ltd, Swiis Foster Care Ltd and Swiis Foster Care Scotland Ltd. Swiis Foster Care Ltd and Swiis Foster Care Scotland Ltd are providers of independent fostering to Local Authority clients in England, Scotland, and Wales and Swiis (UK) Ltd is a provider of staffing solutions to the NHS, Local Authorities and the private sector. The Swiis International Ltd group of companies operate from 10 sites across the UK and employ more than 200 staff.

Swiis International Ltd is opposed to slavery and human trafficking and is committed to preventing such from occurring within its business and supply chain. We expect our suppliers to be similarly opposed to slavery and human trafficking.

Due to the nature of the services, we provide and the jurisdictions within which we provide our services, we consider the risk of slavery and human trafficking occurring within our business to be low.

POLICIES

As part of our commitment to combating slavery and human trafficking we have adopted a specific anti-slavery policy which has been approved by our Board of Directors.

DUE DILIGENCE, RISK AND COMPLIANCE

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted procedures to identify slavery and human trafficking risks associated with our suppliers.

Our procedures are designed to:

- Establish and assess areas of potential risk within 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; and
- Provide adequate protection for whistle blowers.

We do not consider that we operate in high-risk sectors or locations since we provide services (predominantly) to the public sector and our offices are based in the UK.

Swiis International Ltd evaluates the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its supply chain by assessing the risk relating to its suppliers. Factors that are considered when undertaking a risk assessment include the origin of manufacture and supply and the nature of, and location from which, services are provided. Depending upon the level of risk identified, we may undertake due diligence with our supplier or proposed supplier to enable us to assess the situation in more detail.

TRAINING

We invest in educating all our staff and trust that our training will help them to recognise the risks of slavery and human trafficking in our business and supply chains. Swiis robustly undertake safer recruitment practices to confirm the identities of all new stakeholders which includes their right to work in the United Kingdom. All employees responsible for the recruiting and onboarding of new stakeholders are trained in Safer Recruitment Practices and Right to Work verifications.

Our Anti Bribery Policy, Equal Opportunities and Whistle blowing Policies give an additional platform for our stakeholders to raise any due concerns.

Our training programmes encourage employees to identify and report any potential breaches of our policies. Our training explains the benefits of tackling slavery and human trafficking as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains. Those individuals who deal directly with our suppliers receive training by reference to their role.

FURTHER ACTIONS AND SIGN-OFF

During the last financial year, we have reviewed our approach and are updating our policies and practices to make our position simpler and clearer so that it is easier for suppliers to engage with our approach.

Action which is currently underway during our current financial year includes, but is not restricted to:

- Continued training for members of staff responsible for purchasing; and
- Revision of supplier documentation; and
- Ongoing co-ordination of our responses to Modern Slavery Act information requests from our clients.

The Directors of Swiis International Ltd approved this statement on 25th September 2020.



Tim Notchell
Chief Executive Officer & Company Director



Dev Dadral
Group Chairman