

Anti-slavery and anti- trafficking statement and policy

Lead responsibility:	The Board of Swiis International Limited
Approved by:	The Board of Swiis International Limited Director of Human Resources Director of Operations
Operational from:	October 2018
Review due:	September 2024

Introduction

In accordance with Section 54 of the Modern Slavery Act 2015, Swiis International Limited is required to prepare an anti-slavery and anti-trafficking statement for each financial year, setting out what steps it has taken to ensure that modern slavery is not taking place in its business or supply chains.

This statement constitutes Swiis International Ltd.'s anti-slavery and anti-trafficking statement for the financial year commencing 1 October 2023 and ending 30 September 2024. References to "Swiis", "we", "us", "our" or the "company" are to Swiis International Ltd and the members of its group.

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 11 sites across the UK and employ more than 170 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.

Anti-slavery and anti-trafficking policy

Swiis has implemented an Anti-slavery and anti-trafficking policy reflecting its commitment to combatting slavery and human trafficking and to acting with integrity in all its dealings, relationships, and supply chains. The policy outlines how the companies various procurement and HR practices, policies and procedures ensure compliance with its policy commitment.

Modern slavery encompasses slavery, forced and compulsory labour, and human trafficking whereby individuals are deprived of their freedom and are exploited for commercial or personal gain as defined in the Modern Slavery Act 2015.

Swiis is committed to combatting slavery and human trafficking and to acting with integrity in all its dealings, relationships, and supply chains. It expects the same high standards from all its staff, suppliers, independent consultants, foster carers, temporary workers and those with whom it does business. This policy applies to all employees, self-employed workers, temporary workers, consultants, and other persons doing business with Swiis and its group of companies.

Risk and Due-Diligence

Swiis acknowledges the risk that a supply chain may involve the use of a hidden or unknown subcontractor reliant on forced labour. Although Swiis considers the risk of modern slavery to be low due to the nature of its supply chains, it takes its responsibilities to combat modern slavery seriously as demonstrated by its promotion of the following policy measures:

1. Establish and assess areas of potential risk within our business and supply chains;
2. Monitor potential risk areas in our business and supply chains;
3. Reduce the risk of slavery and human trafficking occurring in our business and supply chains;
4. Provide adequate protection for whistle blowers;
5. Highlight modern slavery issues with current trade suppliers to maintain and increase awareness of the issue;
6. Encourage anyone to raise any concerns about modern slavery, using its whistleblowing policy if necessary, and will support anyone who acts in good faith.

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

Swiis 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 employees and workers which includes their Right to Work in the United Kingdom.

All employees responsible for the recruiting and onboarding of new workers and employees are trained in Safer Recruitment Practices and Right to Work in the UK verifications.

Swiis has purchased an online training module on anti-slavery and anti-trafficking and completion is required for all new and existing employees, including all Finance staff and those in financial or purchasing roles across Swiis.

The Human Trafficking and Modern Slavery course aims to provide an initial overview of the issues of human trafficking and human slavery.

The main learning objectives of the course are as follows:

- To know what human trafficking is
- To be aware of the elements of trafficking

- To know the difference between human trafficking and people smuggling
- To know the different types of trafficking
- To be aware of relevant legislation
- To understand the concept of modern slavery
- To know the best practice for first contact with a trafficking victim
- To understand the National Referral Mechanism

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

Further Actions & 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.

The Board of Swiis International Ltd approved this statement on 28th September 2023.



Tim Notchell
Chief Executive Officer & Company Director



Dev Dadral
Group Chairman