

Modern Slavery Policy

Organization

This statement applies to SWAT access Limited (referred to in this statement as `the Organisation`). The information included in the statement refers to the fiscal year ending January 2023.

Organization Structure

The organisation is controlled by the Company Directors and consists solely of SWAT access Limited who are based in Preston, Lancashire.

The company is predominantly involved in providing access platforms for working at height, as well as IPAF training, equipment repairs and sales.

The labour supplied to SWAT access Limited in pursuance of its operations is carried out in the Northwest of England and across the UK through third parties.

Definitions

The Group considers that modern slavery encompasses:

- Human trafficking.
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse.
- Being dehumanised, treated as a commodity, or being bought or sold as property.
- Being physically constrained or to have restriction place on freedom of movement.

Commitment

SWAT access Limited acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015.

SWAT access Limited understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

SWAT access Limited does not enter business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

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No labour provided to SWAT access Limited in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

SWAT access Limited offers employment contracts on a guaranteed hours basis only; no offers of employment are made on zero hours contract.

Part-time employees within the Company are provided with the same pro-rata contractual entitlements as full-time and permanent employees.

Potential Exposure

SWAT access Limited considers its main exposure to the risk of slavery and human trafficking to be limited. Nevertheless, the Organisation or supply chains, including conducting a review of the controls of its suppliers.

SWAT access Limited has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, SWAT access Limited has taken the following steps to ensure that modern slavery is not taking place:

- Monitor reports of modern slavery and cross reference such reports with our first-tier supply chain
- Encourage use of our whistleblowing policy to report any concerns regarding modern slavery and investigate any complaints thoroughly.

Slavery Compliance Office

SWAT access Limited has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action regarding the company's obligation in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each fiscal year.

Signature: Heather Whybro

Job Title: Finance Director

Name: Heather Whybro

Date: 1st July 2023