



MODERN SLAVERY STATEMENT

1. Introduction

This statement sets out S W Hygiene Ltd's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking in its own business and its supply chains. as set out in section 54 of the Modern Slavery Act 2015'

As part of the hygiene sector, the Company recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The Company is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

2. Organisational structure and supply chains

S W Hygiene Ltd supplies Washroom Rental Services to Customers throughout England, Scotland and Wales, controlled from its Head Office in Cornwall and sub units in Bristol and Bournemouth. All employees are recruited through the Company's Head Office, which also sources any sub-contractors when required. Suppliers providing goods and services to the Company are either UK or Eire based.

3. Relevant policies

The Company operates the following policies that describe its approach to the identification of modern slavery risks and the steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** - The Company encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains, of the Company. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Standards Statement** - The Company's Dignity and Diversity at Work policy makes clear to employees the actions and behaviour expected of them when representing the Company. The Company strives to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.
- **Supplier code of conduct** - The Company is committed to selecting suppliers who are known to adhere to the highest standards of ethics, treat workers with dignity and respect, and act ethically and within the law in their use of labour. However, any serious violations of the Company's supplier code of conduct will lead to the termination of the business relationship.
- **Recruitment/Agency workers policy** - The Company uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

4. The Company's Suppliers

S W Hygiene Ltd operates a supplier policy and maintains a preferred supplier list. The Company endeavours to build long term relationships with key suppliers, and all procurement is through U.K. or Eire based companies. The Company checks within the industry on all suppliers before allowing



them to become a preferred supplier, including an online search if necessary to ensure that the particular organisation has never been convicted of offences relating to modern slavery. In addition to the above, as part of the Company's contract with suppliers, the supplier is required to confirm that:

1. They have taken steps to eradicate modern slavery within their business.
2. They hold their own suppliers to account over modern slavery.
3. They pay their employees at least the national minimum wage / national living wage.
4. The Company may terminate the contract at any time should any instances of modern slavery come to light.

5. Training

The Company conducts training for its procurement / buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within the Company's supply chain.

Performance indicators

The Company will know the effectiveness of the steps taken to ensure that slavery and / or human trafficking is not taking place within the business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

6. Responsibilities

The board of directors have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. The Compliance Manager has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

7. Board Approval

This statement has been approved by the Company's board of directors who will review and update it annually.

A handwritten signature in black ink, appearing to be 'J. Smith', written over a faint horizontal line.

Managing Director's signature

Date 05/01/2024