

Modern Slavery Statement

1. Voluntary slavery and human trafficking statement

- 1.1 Switchshop Limited is making a voluntary modern slavery and human trafficking statement relating to section 54 of the Modern Slavery Act 2015.
- 1.2 We oppose slavery and human trafficking in all its forms and make this statement to set out the steps we have taken to ensure that there is no slavery or human trafficking in our business or in our supply chains.

2. About us

- 2.1 We are a national IT reseller providing goods and services to a range of sectors.
- 2.2 Our annual turnover is under £36 million. Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act.2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to tackle modern slavery and human trafficking in our business and in our supply chains.
- 2.3 Our supply chains are mainly made up of the following:
 - (a) large international IT manufacturers;
 - (b) large national distributors for international IT manufacturers; and
 - (c) smaller national IT suppliers, distributors and service providers.

3. Policies

Our Modern Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

4. Due diligence and risk assessment

- 4.1 We have instituted a questionnaire for new suppliers and sub-contractors to ensure that they are committed to ethical labour practices. We include anti-slavery and human trafficking provisions in our standard term contracts with suppliers.

- 4.2 We have carried out due diligence in respect of existing suppliers to ensure that they are complying with the Modern Slavery Act 2015 (by reviewing supplier Modern Slavery Statements and (where available) policies or, where companies have not made such a statement, by requiring suppliers to complete a modern slavery questionnaire).
- 4.3 We only employ agency workers through reputable employment agencies that adhere to our anti-slavery and human trafficking policy (or equivalent policies).

5. Further steps

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- (a) use the following key performance indicators (KPIs) to measure how effective we have been at ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains:
 - (i) The percentage of suppliers and sub-contractors vetted for ethical labour practices.
 - (ii) The number of reported breaches in the past year.
 - (iii) Percentage of staff receiving training on identifying and addressing the risk of slavery and human trafficking in our business and supply chains.
- (b) work through our existing supplier and subcontractor list to ensure all complete the same onboarding questionnaire that we require new suppliers to complete;
- (c) provide training to all staff members to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

This voluntary slavery and human trafficking statement is made in connection with section 54(1) of the Modern Slavery Act 2015, for the financial year ending 31 May 2022. It was approved by the board on 7 July 2022.



Tom Glinka
Director
Switchshop Limited

Date: 8 July 2022