

MORDERN SLAVERY STATEMENT.

One of our most basic beliefs is that everyone should have the opportunity to work. Swift Employment complies with the applicable employment laws and our obligation is to ensure fairness in the hiring and advancement of all employees, both permanent and temporary without discrimination. All of our staff have a personal responsibility for maintaining a respectful work atmosphere, free of abusive or unprofessional conduct. Every employee is expected to respect other people and treat them with dignity.

Our commitment to respect in the workplace includes our full support for international efforts to promote ethical principles and practices related to the prevention of the exploitation and abuse associated with modern slavery and human trafficking. We also expect commitment to these principles from all organisations with which we do business and will not support or do business knowingly involved in slavery or human trafficking.

This statement has been published in line with the requirements of the Modern Slavery Act 2015 and sets out the Company's position on the prevention of modern slavery and human trafficking for the year ending December 2024. It was approved by the Board of Directors in June 2025, being signed off by our Managing Director, Chaucer André. Swift Employment Services Limited takes the issue of modern slavery very seriously with a zero-tolerance approach to the subject with continual review by the Board and our Operational teams. We work with our clients and registered work-seekers as part of our attempts to expose any incidents of modern slavery in the workplace. Our efforts have continued throughout 2024 and 2025; and we are pleased to report that no incidents were identified in the last year. We are in support of the Act and will not knowingly work with any businesses found to be involved in modern slavery. Swift Employment Services is a limited company operating as both an Employment Agency and Business in the UK. Swift Employment first opened its doors in 2024, founded by Chaucer André who set to work with little more than an idea and a drive to succeed. His ambition was clear; following the end of COVID-19 lockdowns and redundancies to deliver a quality recruitment service and to supply Bradford with talented temps. Nearly 2 years later, our founder's drive remains ingrained in the way we work. With our founders 30 years of experience working with and for some of the UK's leading recruitment agencies – matching thousands of people with meaningful job opportunities at more than 150 companies every year. Delivering a quality service to suit the needs of clients and candidates alike was important to our founder Chaucer André and it remains important to us today. We make hiring and job searching more personal. Our nationwide reach means we can engage with jobseekers

and employers in person, allowing us to perfectly tailor our approach to their unique requirements. But we also have the nationwide knowledge and innovative technology that's needed to make the process seamless and hassle free. That's why jobseekers turn to us when they're looking to change roles, take the first step into employment, or re-enter the workplace. And it's why employers across all sectors trust us to find their ideal new recruits, no matter how big or small their hiring requirements. Our Swift Employment policies are established by our Board of Directors, based on advice from HR professionals, industry best practice and legal advice. We review our policies on a regular basis, and as needed, to adapt to changes. As a company we have the following relevant policies in place:

- Modern Slavery and Human Trafficking Policy sets out our zero-tolerance approach to modern slavery and our commitment to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or within our supply chains and guidance to immediate action if modern slavery is suspected.
- Ethical Purchasing Policy stipulates the conditions under which the Company will conduct its business in respect of the procurement of all externally supplied goods and services and our supply chain to provide positive assurance towards, including but not limited to, zero tolerance on human trafficking and use of any form of forced or compulsory labour and freedom of employees.
- Code of Business Conduct and Ethics promotes honest and ethical conduct throughout the Company, as well as provides a mechanism to report unethical conduct via the Ethics Hotline to help preserve our culture of honesty and accountability and is part of our annual Ethics and Compliance Learning Program undertaken by all employees.
- Whistleblowing Policy sets out our position on whistleblowing and encourages the reporting of any legal or regulatory violations or any failure to comply with internal regulations, ethical standards, and legislation.
- Supplier Values & Code of Conduct Policy details our expectation of suppliers to adhere to our ethical and social standards, including minimum labour standards and comply with modern slavery legislation.
- Labour Standards Policy applies to all employees and associates and outlines the Company's commitment to upholding ethical labour standards,

ensuring the rights of all employees and contractors are respected and protected.

- Environmental, Social and Corporate Governance (ESG) – Working to Change the World is an evolution of our Sustainability Plan and Pillars to encompass broader priorities in line with common metrics around ESG - focusing on those areas most material and of highest impact to those we serve. 'People & Prosperity' is a key theme, championing diversity, equity, inclusion and belonging, whilst improving employability and prosperity for all. Our approach reflects both the World Economic Forum's International Business Council Stakeholder Capitalism Metrics and our focus on prioritising the five UN Sustainable Development Goals where we can deliver the greatest impact. Our Modern Slavery and Human Trafficking policy provides guidance to employees on the action to be taken should any incidents of this nature be suspected and adherence to all our policies is expected of all employees. Any employee who breaches our policy on Modern Slavery and Human Trafficking Policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they do not meet our corporate expectations. We review our policies and procedures on a regular basis and as legislation may dictate to ensure not only ongoing compliance to our standards but also that our supply chain shares the same principles and commitment to the Modern Slavery Act. Our Processes for Managing Risk Our standard practices are designed to protect and promote human rights and fair labour practices throughout the recruitment, selection, and employment of both our employees and the work-seekers we place with our clients. Swift Employment operates within all applicable recruitment legislation. We take our obligations seriously regarding the provision of temporary workers and have established and audited procedures to ensure that they are not at risk of modern slavery. During 2024 and 2025:

- All existing employees have completed annual refresher training as part of our Ethics and Compliance Learning Program, which includes the Modern Slavery Policy.

- Our Compliance and Audit team carried out audits of our Swift Employment network. These audits include establishing as an employer, we comply to the Proof of Right To Work rules governed by the Immigration, Asylum and Nationality Act 2006 legislation, undertaking of the right checks at the right time, to establish an individual's entitlement to work. This includes the

completion of follow up checks for those employees who have limited permission to be in the UK to ensure we do not employ an individual who is not permitted to work, proof of history/references and qualifications (as required) for all our workers.

- Our Payroll department carried out regular checks on our workers bank details to identify where individuals may be sharing bank accounts, or addresses, as this could be an indication of illegal behaviour.
- All workers continue to have on-line access to their weekly or monthly pay records allowing them to view all deductions we legally make from their salaries. Due Diligence A commitment to human rights, fair labour practices and ethical business dealings is essential to our principle-based culture.
- Bringing the voices of workers and businesses to UK Gov, to help inform labour market policy.
- Seeks positive assurance, within our UK supply chain, that they agree to comply with the principles of our Supplier Values & Code of Conduct Policy, which forms part of the contract with our supply chain. Where appropriate, we carry out due diligence on prospective suppliers, as well as auditing existing and prospective suppliers about legal and contractual compliance.
- Takes a risk-based approach to addressing concerns that may arise from our supply chain. Modern Slavery considerations are included as part of our risk management and supplier selection processes. We also review how we align with our suppliers on this issue. We expect all suppliers to operate in accordance with our Supplier Values & Code of Conduct Policy. We procure that our supply chain disseminates these terms down to their own suppliers and subcontractors.

Training Our Code of Business Conduct and Ethics provides guidance to all our staff on the conduct of our business according to the highest moral standards. The code and our other ethics policies help to focus our staff on the areas of this type of risk. It offers guidance in recognising and dealing with any ethical issues and provides mechanisms to report unethical conduct without fear of retaliation. The code provides a compliance hotline for employees to inform (on an anonymous basis) any concerns with activities of the Company or the supply chain. All policies are published and available to all employees on the Company's intranet and incorporated into our training programs. All employees are required to complete the mandatory ethics and compliance training and certification annually, to build their training and knowledge on the subject. Additionally, where we have supply arrangements

in a sector where the use of modern slavery practices is a known concern (e.g. food pickers and packers), we have introduced further training for the recruitment teams involved. Swift Employment Services Limited is committed to supporting refugees through hiring, training, and mentorship. The organisation supports refugees who can be some of the most vulnerable in our society and therefore prey to modern slavers. Swift Employment Services Limited have supported a number of events, including employment fairs offering CV writing tips, advice on how to prepare for the world of work and also signposting to ensure they stay safe in their search for employment. There have not been any breaches of the Modern Slavery Act reported during 2024 and 2025. As to the future, we will continue to:

- Provide mandatory ethics and compliance training and certification annually including Modern Slavery to all our employees.
- Promote the importance of human rights across our business.
- Carry out internal audits of our network. We are committed to ensuring there is transparency in our own business and in our approach to tackling unethical business practices, including modern slavery, throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

Signature:



Chaucer André

Managing Director

16th January 2026