



## **Modern Slavery Statement for Swift Crafted Ltd**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Swift Crafted Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Swift Crafted Ltd recognise that the manifestations of Modern Slavery are complex and hidden and that Construction is a high-risk industry. We are signatories to the GLAA Protocol and will carry out due diligence for any directly employed members of staff as well as requiring companies within our supply chain to do the same and advise us what methods they will use in order to do this.

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our Business**

Established in 1987 Swift Crafted Ltd is Carpentry, Joinery and fit out company delivering new and refurbishment projects in London and the South East of England utilising approximately 80 UK based suppliers, all of whom have fulfilled the criteria to be approved to our supply chain

### **Our High-Risk Areas**

We consider our high-risk areas to be:

- Our Timber Suppliers
- Our Labour Only Subcontractors

### **Our Policies**

We operate a number of internal policies/procedures to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Equal Opportunities policy.
2. Legal working requirements document (Important company document #32) and induction checklist. These include the requirement to conduct eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

## **Our Supplier Chain**

Swift Crafted Ltd operates a supply chain procedure and maintains an approved supplier database. We conduct due diligence on all suppliers before allowing them to become approved and we require that:

1. They hold their own suppliers to account over modern slavery by advising us how they prevent Modern Slavery within their own business and supply chain
2. *(For UK based suppliers)* They pay their employees at least the national minimum wage / national living wage (as appropriate)
3. *(For international suppliers)* They pay their employees any prevailing minimum wage applicable within their country of operations
4. They understand that we may audit their business to ensure compliance
5. They understand that we may terminate the contract at any time should any instances of modern slavery come to light

## **Our Staff Training**

Key members of staff are required to undertake training on Modern Slavery and Human Trafficking on an annual basis. As at March 8<sup>th</sup> 2021, 100% of key members within our Operations and Commercial departments have completed training and 83% have completed their annual refresher training.

## **Our Performance Indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our 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.



**Simon Hearle**  
Managing Director

**Date: 8th March 2021**