Anti-Slavery Policy

Version No 1.2 **4th November 2026**

Revision date **3th November 2027**

1. Introduction

Swift Analytical is committed to preventing acts of modern-day slavery and human trafficking, and to eliminating the possibility of modern-day slavery or human trafficking from any part of our supply chain. This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015.

2. About Swift Analytical

Swift Analytical is a distributor of specialist life science research products. Our goal is to identify companies that develop innovative technologies and to bring their products to our customers to enable their research.

3. Our Commitment to the principles of The Modern Slavery Act 2015

Swift Analytical is committed to the Principles of the Modern Slavery act 2015, and the abolition of modern slavery and human trafficking.

Our Recruitment and Personnel Management processes are designed to ensure that all prospective employees are legally entitled to work in the UK, and to ensure that our employees are safe from abuse or coercion.

Swift Analytical does not enter into business with any organisation, in the UK or abroad, which knowingly supports, or is found to be involved in: Slavery, servitude, employee abuse, forced, compulsive or coercive labour.

Swift Analytical is committed to providing equal opportunities in the workplace, and work to create a respectful and non-discriminatory environment for our staff. We aim to foster an environment where all our staff feel confident that they can expose wrongdoing without risk to themselves.

4. Assessing and managing risk

Due to the nature of our business, we assess ourselves to have a low risk of modern-day slavery or human trafficking. As a distributor of specialist life science research products, we work with and maintain close relationships with our suppliers. These relationships enable us to closely manage compliance.

5. Due diligence

Recruitment processes are undertaken internally. Prior to commencement of employment, Swift Analytical undertakes checks to demonstrate the legal entitlement of our employees to work in the UK. Records demonstrating compliance are kept for the duration of ongoing employment.

- **Training:** As part of the induction process, all employees of Swift Analytical Ltd are required to undertake training that includes "Modern Slavery" and "Bullying and Harassment in the workplace" modules. Our current training is delivered by Citation Ltd., Training records are available on the Citation Atlas platform for all employees.
- **Procedures and policies:** Swift Analytical Ltd has a whistleblowing policy in place, and a comprehensive employee handbook which addresses the standard(s) required of our employees. HR procedures are in place to deal with misconduct and any abusive or coercive behaviour in the workplace will be dealt with in accordance with our policies.

6. Engagement and transparency

Swift Analytical will make available its organisational structure as part of its Integrated Management System. Subject to requirements, data protection legislation and commercial sensitivity, Swift Analytical will make this statement, plus other relevant policies, procedures, and records available to our supply-chain partners to enable them to meet their due diligence requirements vis-à-vis the Modern Slavery Act 2015.

7. Approval and review

This statement has been reviewed and accepted by Mebs Surve (Managing Director) and will be reviewed annually and updated accordingly.

Review date scheduled for 30th November 2023

Approved:

Name Dr Mebs A Surve

Position Managing Director

Signature 