

Soho Swim Modern Slavery Statement

Preface

Soho Swim has taken steps to ensure that slavery and human trafficking is not taking place in any part of our business.

This statement is only in relation to Soho Swim and its business.

In accordance with Section 54, Part 6 of the Modern Slavery Act 2015 (the Act), this statement sets out the steps that Soho Swim has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

What is modern slavery?

Modern slavery is an international crime, affecting millions of people around the world - a growing global issue that transcends age, gender and ethnicities. Sadly, vulnerable people from overseas as well as across the UK, are forced to work illegally against their will across many different sectors from agriculture, construction, hospitality, retail, manufacturing, and more.

Soho Swim conducts our business fairly, ethically and with respect to fundamental human rights. Soho Swim are committed to the prevention of all forms of Modern Slavery, both in our business and in our supply chains. Soho Swim will not tolerate it.

You must read and comply with this policy if you work for, or on behalf of us in any capacity including as: an employee, director, officer, worker, consultant, volunteer, supplier or service provider.

Failure to comply with this policy may result in disciplinary action, including dismissal, or termination of the contract between you and us. It could also involve other legal steps being taken against you.

Our Anti-Slavery Officer ('ASO') is **Samuel Davidson**.

If you are an employee, this policy does not form part of your employment contract, and Soho Swim may update it at any time.

Preventing Modern Slavery in our business

Soho Swim carries out appropriate checks on all employees, recruitment agencies and suppliers, so that Soho Swim knows who is working for us or on our behalf.

Soho Swim gives every employee a written employment contract, and he or she is paid in accordance with the law. Soho Swim complies with our legal obligations to ensure the health and safety of all of our employees and workers, including in relation to working hours, rest breaks and holidays.

If you are one of our Suppliers

If you supply us with goods or services, you must assess your business and supply chains and confirm to our ASO that you:

- Comply with your legal obligations, in relation to Modern Slavery; and
- Are committed to ensuring there is no Modern Slavery taking place in your business, or in any of your supply chains.

If you breach this policy, or are found to have Modern Slavery in your business, or knowingly in your supply chain, Soho Swim may terminate our contract with you and pursue legal remedies against you.

If you are an Employee or a Worker providing services for us

You must immediately report any suspicions of Modern Slavery in our business or supply chains to our ASO. Our ASO will investigate and report to our Board of Directors within a reasonable time, on actions which may require to be taken.

You will not suffer any detrimental treatment as a result of reporting any genuine concerns, raised in good faith, under this policy. This applies, even if after investigation, they are found to be mistaken. If you believe that you have suffered any such treatment, you should immediately tell our ASO and, if you are an employee, refer to our Whistleblowing Policies.

Date of Change: 24/06/2025

[Soho Swim](#)