

Swish Maintenance Limited
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Swish Maintenance Limited
Financial Reporting Year: October 1 2022-September 30, 2023
Report Version: 1.0
Business Number: 105105191
Categorization: Entity
Sector/Industry: Janitorial and Sanitation Products Distribution
Location: National

Modern Slavery Statement for the Financial Year ended September 30,2023

This statement is made pursuant to *The Fighting Against Forced Labour and Child Labour in Supply Chains Act* SC 2023, c 9, (the “**Act**”). This annual report outlines the approach and initiatives by Swish Maintenance Limited (“**Swish**”) to identify and address the risks forced labour and child labour in its business operations and supply chains during the financial year commencing October 1, 2022 and ending September 30, 2023.

Group Structure & Supply Chain:

Swish was established in 1956 and is headquartered in Peterborough, Ontario, Canada. Swish is a subsidiary of the Swish Group of Companies and distributes cleaning products in Canada and the United States. Swish currently has 13 locations across Canada, and a central distribution warehouse located in Peterborough. Imports from the United States include a mix of cleaning equipment, parts, tools & accessories, and paper products.

Steps taken in 2023:

In the 2023 financial year, Swish started to make efforts to examine the Act to better understand how new legislation would impact Swish’s supply chain activities and to be able clearly articulate their needs related to forced labour and child labour to Swish’s suppliers. In December of 2023, Swish’s 2024 financial year, Swish has taken steps towards preparing a formal forced labour and child labour policy. Additionally, Swish has started discussions with their suppliers about what risk reduction measures related to forced and child labour may be appropriate for their commercial agreements.

Policy & Due Diligence:

Swish maintains employee policies that prescribe duties, responsibilities, and expectations of employment. This includes workplace policies and procedures to operate in compliance with provincial employment standards, human rights, and occupational health and safety legislation. As above, Swish also took steps in late 2023, Swish’s 2024 financial year, to develop more child and forced-labour specific policies and procedures.

Supply Chain Risk:

While Swish prides itself on dealing with trusted and reputable suppliers and partners, Swish is aware that risks may be present in their global supply network. Moving forward, Swish will be working to identify specific risks of forced labour and child labour that may exist in its supply chain. It is aware that there may be higher risks associated with certain regions, goods, and industries. Swish is currently in the process of developing processes to improve transparency and identification of risk in its supply chain with respect to forced labour and child labour.

Remediation Measures/Actions Taken:

Swish has not identified any forced labour or child labour in its activities or supply chains. As such, it has not undertaken any remediation measures.

Income Remediation Measures:

Swish has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in its activities and supply chains. As such, it has not undertaken any income remediation measures.

Training:

Swish is in the process of assessing what forced labour and child labour-related training may be appropriate and is contemplating which employees should receive this training.

Continuous Improvement/ Effectiveness Assessment:

Swish has placed trust in their vendors and suppliers, and Swish is cognizant that they can engage in consistent improvement as it relates to accountability and transparency in their supply chain with respect to forced and child labour. Swish is currently assessing what measures may be appropriate in the future.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above



Timothy Ambler
Chief Executive Officer
30 May 2024

I have the authority to bind Swish Maintenance Limited