



Switchplane Ltd Modern Slavery and Human Trafficking Statement

Switchplane Limited does not meet the £36m turnover threshold at which a statement is required under Section 54 of the Modern Slavery Act 2015. We publish this statement voluntarily, and we confirm that we comply with the obligations of the Act. It sets out the steps we take to ensure that modern slavery and human trafficking take place neither in our business nor in our supply chain.

Our business

Established in 2003, Switchplane Limited is a UK software engineering and AI consultancy with 15 employees, operating from a single office in Eastbourne. All work is delivered in-house by our own employees. We do not subcontract or offshore delivery, and we do not manufacture, source or distribute physical goods.

Our risk assessment

We consider the risk of modern slavery within our own operations to be very low. All employees are directly employed on written contracts, paid at or above the Real Living Wage, and work in professional office-based roles.

Our supply chain consists principally of UK and EU cloud hosting providers, software vendors, and professional services such as accountancy and insurance. We use no labour providers, agencies supplying low-skilled labour, or suppliers in sectors or geographies conventionally associated with elevated modern slavery risk. We review this assessment annually and would extend our due diligence accordingly if our supplier profile changed.

Our people

All employment is entered into freely. We do not use forced, bonded or compulsory labour, and we do not employ children. Recruitment follows a formal process including interview, references, and verification of the legal right to work in the UK. Employees are free to terminate their employment on notice, and we hold no employee's identity documents.

Our suppliers

We expect all suppliers to comply with the Modern Slavery Act 2015 and to uphold equivalent standards within their own operations and supply chains. Where we engage a new supplier in a higher-risk category we make appropriate enquiries before contracting, and we reserve the right to terminate any relationship where we identify non-compliance.

Raising concerns

Any employee, supplier or client who suspects modern slavery in connection with our business can report it directly to a Director. Concerns will be investigated and may be

escalated to the police or the Gangmasters and Labour Abuse Authority. No one raising a concern in good faith will suffer detriment.

Review

This statement covers the financial year ended 31 March 2026. It has been approved by the board of Switchplane Limited and is reviewed annually.

A handwritten signature in black ink, appearing to be 'TF' followed by a wavy line.

Thomas Fielder, Director
8 June 2026

Switchplane Ltd, 24 Broad Road, Eastbourne, BN20 9QU
Registered in England and Wales, company number 04840582.
VAT number GB 819 5635 01.