



ON-DEMAND, ON-SITE, ON-TIME.

MODERN SLAVERY STATEMENT 2023

This statement has been published in accordance with the Modern Slavery Act 2015 (the Act). It sets out the steps taken by Garic Ltd to prevent modern slavery and human trafficking in its business and supply chain.

It has been approved by the Garic Ltd Board of Directors on 07 June 2023 and signed on its behalf by Mark Albiston, the Garic Ltd CEO.



Introduction



Modern slavery is a brutal form of organised crime in which people are treated as commodities and exploited for criminal gain. The International Labour Organisation (ILO) estimates that at any one time over 40 million men, women and children are working in conditions of modern slavery, including trafficked persons. Most of these people are in the supply chains of legitimate industries and this is a crime and violation of fundamental human rights. Modern slavery can take various forms such as slavery, servitude, forced and compulsory labour and human trafficking. All of which have in common the deprivation of a person(s) liberty by another in order to exploit them for personal or commercial gain.

Overview and purpose of the organisation

Our purpose is 'To grow the long-term values of the Group' guided by our shared values below:

- Work together
- Be better
- Trust each other
- Be innovative
- Do the right thing

Garic Ltd has a zero-tolerance approach to modern slavery and will not tolerate any such activities within our operation and is committed to working within our own business and supply chain to ensure that we implement a proactive approach to tackling forced labour exploitation, human trafficking, and slavery. This statement provides details of our policies, our approach, and the efforts we take to further reduce exploitation and to prevent modern slavery in line with the UK Modern Slavery Act 2015.

Internally this Modern Slavery Statement sets out our vision; a code of human rights, basic working conditions and corporate responsibility, address workplace issues such as working hours, child labour, forced labour, non-discrimination, freedom of association and SHEQ objectives. This statement applies to our own operations and is requested of our supply chain alongside encouragement to adopt and enforce similar policies of their own.

Further company policies and documents assist Garic Ltd to assess, prevent, educate, and mitigate the risk of modern slavery existing in our organisation and its supply chain. These include:

- Modern Slavery Statement
- Inappropriate Behaviour Policy
- Whistleblowing Policy alongside our external whistle blowing hotline
- Garic Ltd Supplier Code of Conduct

We continue to work hard to ensure Procurement is a highly centralised function within our business. This ensures a fair and consistent approach is applied to all parts of our supply chain from pre-qualification through to raising orders and paying for goods and services. In turn, this centralised and consistent management assists in the monitoring of supplier and subcontractor performance.

Garic Ltd identified the critical role that it can play in supplier development and operate by our Procurement Policy. This always enables us to play an active role in supplier development to ensure that we emphasise our company values.

All suppliers are required to comply with national law and regulations otherwise we will refuse to work with any organisation in breach or that has been or is found to be knowingly involved in modern slavery.

Due Diligence

All Garic Ltd suppliers and subcontractors in the UK are required to confirm the actions undertaken to ensure labour exploitation, modern slavery and human trafficking are not taking place in any part of their business or supply chain, they are required to notify Garic Ltd as soon as they become aware of any instance of modern slavery or human trafficking taking place in their business or supply chain. Suppliers and subcontractors are also required to maintain a complete set of records to trace the supply chain of all goods and services provided to Garic Ltd. Those unable to demonstrate that they can meet our requirements will not be able to trade with Garic Ltd until such time that they can demonstrate that they do so.

We also require all those who work for or with us to comply with our Garic Ltd Supplier Code of Conduct and for all factories and premises used in the manufacture and supply of products and services to be compliant with this document. Suppliers are required to comply with all applicable laws, statutes, regulations, and codes, including but not limited to the Act, United Nations Global Compact, and the International Labour Organization's International Labour Standards.

As part of our due diligence process, all suppliers and third parties are audited yearly through the use of a Prequalification Questionnaire which incorporates questions relation to the Modern Slavery Act alongside the provision of the Garic Ltd Supplier Code of Conduct. Through this audit process, we can carry out our own due diligence in mitigating the risk of modern slavery alongside educating our supply chain in modern slavery best practice.

Whilst we consider our exposure to slavery/human trafficking to be very limited, we are committed to ensuring that such practices do not take place within Garic Ltd or our supply chain.

2023 Focus

During 2023, our main focus will be to continue improving our understanding of the risks in our business and ensuring that the controls and processes we have in place reflect this.

We recognise that raising awareness amongst colleagues is critical to ensuring we act in accordance with the Modern Slavery Act 2015 and our corporate values.

Our emphasis on communication and training will continue, with mandatory e-learning for all colleagues to increase awareness and support with the prevention of slavery and human trafficking.

The way in which we monitor, report and communicate the modern slavery and trafficking risks that we face will continue to evolve over time and we are committed to ensuring that our policies and procedures are up to date, relevant and communicated effectively with colleagues.

We will ensure we maintain our ISO45001 accreditation at the end of 2023 and will continue to build on our existing systems and frameworks as we move into 2024.

Our partnership with the Sustainability Supply Chain School will also remain a key focus for us this year as we continue to raise awareness and provide a better education to our colleagues via the School and our eLearning software.

Garic Ltd acknowledges the impact our business makes on our customer and community and the role we can play in preventing modern slavery issues. We will continue to monitor our standards and align ourselves to all regulatory requirements and guidance as we recognise the role our business plays in creating a better society free of modern slavery.



Mark Albiston, Garic Ltd
CEO 07 June 2023