Sustainable Site Solutions

Modern Slavery Statement

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Garic

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

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- We **partner** with customers for long term success
- We **redefine** what's possible
- We **deliver** what matters, when it matters
- We **support** each other to be our best

At Garic, we provide sustainable site solutions for companies across the infrastructure, public sector, utilities, and construction sectors who need to run their sites smoothly, safely, and sustainably.

Our Head Office is in Bury and we operate a further four depots in Falkirk, Dudley, Sandy, and Reading.

Commitment

We have a zero-tolerance approach to modern slavery and will not tolerate any such activities within our operation and we are 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
- Dignity at Work 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 understands that it plays an important role in helping suppliers grow and improve. By following its Procurement Policy, the company ensures that all supplier relationships are managed in a consistent, fair and strategic way. This approach allows Garic to stay actively involved in supplier development – working with suppliers to meet quality, safety and ethical standards and emphasise our company values. Suppliers are required to comply with all applicable laws 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 every two years through the use of a Prequalification Questionnaire which incorporates questions relating 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. We are committed to ensuring that such practices do not take place within Garic Ltd or our supply chain.

Training & Awareness

We continue to provide training to colleagues via our e-learning platform called 'Modern Slavery.'

2026 Focus

During 2026, our main focus is 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 2026 and will continue to build on our existing systems and frameworks as we move into 2027.

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.

This statement has been approved by the Board of Directors of Garic Ltd on 14th May 2026.

Asif Latief, CEO, Garic Ltd

Sustainable Site Solutions

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