

## **Modern Slavery Policy, Incorporating Invalifts Ltd** **GARG-09**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that The Gartec Group has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour as defined in the Modern Slavery Act 2015.

The Gartec Group has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our Business**

The Gartec Group is the leading supplier of Aritco manufactured platform lifts into the UK market place. The Gartec Group specialises in the installation and ongoing maintenance and repair of all platform lift types in all sectors where they are required.

### **Our High-risk Areas**

Materials used to manufacture the lift equipment's themselves and where they are sourced from specifically, countries of origin would be our highest risk area in terms of potential modern slavery.

### **Our Policies**

We operate several internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Equal opportunities policy
- Safeguarding policy
- Ethical code of practice and corporate social responsibility

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**GARG-09****Our Suppliers**

The Gartec Group operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier.

This due diligence includes an online search to ensure that organisation has never been convicted of offenses relating to modern slavery.

**Training**

We regularly conduct training for our staff so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

**Our Performance Indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

**AMENDMENT AND REVIEW RECORD**

| ISSUE | DATE       | DETAILS           | Initials |
|-------|------------|-------------------|----------|
| 1     | 13/08/2022 | Reformat / Update | BL       |
| 2     | 08/03/2023 | Annual Review     | BL       |
| 3     | 22/02/2024 | Annual Review     | BL       |
| 4     | 18/05/2025 | Annual Review     | BL       |
| 5     | 02/02/2026 | Annual Review     | AH       |

|                                         |                                                                                     |
|-----------------------------------------|-------------------------------------------------------------------------------------|
| <b>Reviewed by Mr Andrew Harper, MD</b> |  |
| <b>Date</b>                             | 02/02/2026                                                                          |
| <b>Review frequency</b>                 | Annually                                                                            |
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