

Garic Ltd

Anti-Slavery Company Statement

Introduction

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps Garic Ltd has taken to ensure that slavery and human trafficking is not taking place in any part of our business, or our supply chains.

Modern slavery is a crime and a violation of fundamental human rights. It takes 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.

Garic Ltd have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Internally, our Anti-Slavery policy sets out our vision; a code of human rights, basic working conditions and corporate responsibility, to address workplace issues such as working hours, child labour, forced labour, non-discrimination, freedom of association, health and safety and the environment. This policy applies to our own operations, and we encourage businesses throughout our supply chain to adopt and enforce similar policies in their own operations.

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

- *Anti-Slavery Policy*
- *Purchasing Policy*
- *Whistleblowing policy and the externally hosted Whistleblowing hotline*

Effectiveness and Communication

As part of our Anti-Slavery policy, we will:

- *Communicate the policy to our entire workforce*
- *Complete regular audits of our supply chain*
- *Ensure that our company directors champion its understanding and implementation within the business.*

Supply Chain

Garic Ltd play an active role in supplier development and operate a procurement policy to ensure all members of our supply chain meet our corporate values.

We require all of our suppliers to comply with national law and regulations and we will refuse to work with any organisation that has been or is found to be knowingly involved in modern slavery.





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

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We are committed to reviewing our supply chain in 2019 and have recruited a new Head of Supply Chain to lead this review. Part of this role will involve reviewing our processes to ensure we have a better understanding of our suppliers policies with regard to modern slavery.

Due Diligence

As part of the due diligence process, all suppliers are audited annually through the use of a Pre-Qualification Questionnaire that incorporates questions on the Modern Slavery Act. Through this audit process, we are able to carry out our own due diligence in mitigating the risk of modern slavery within our supply chain. 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 in its business nor the business of any organisation that supplies goods and/or services to it.

As part of the Supplier Questionnaires, suppliers must provide information about their anti-bribery, money laundering or other crime controls, code of conduct and similar policies, approach to equality, inclusion and diversity, health and safety and environmental practices.

With the introduction of the Modern Slavery Act 2015, suppliers must also attest that they are not knowingly involved in modern slavery.

Approval

This statement has been approved by the company's board of directors.

If you require any further information regarding these procedures, please contact us on 0844 848 4560 or via our website at www.garic.co.uk

Nigel Quinn
Managing Director

May 2019

