

## **Modern Slavery Act Statement Slavery and Human Trafficking Transparency Statement for the Financial Year Ending 31st December 2022**

This statement is issued in accordance with Section 54 of the Modern Slavery Act 2015 and outlines the measures undertaken by Handicare Accessibility Ltd (referred to as "Handicare") to prevent the existence of slavery and human trafficking in its own operations and supply chains. The Board of Directors of Handicare Accessibility Ltd has approved and signed this statement.

### **Organisational Structure and Supply Chains**

Handicare is a global company, owned by Savaria Corporation in Quebec, with manufacturing facilities located in Europe, North America, and Asia. Our mission is to enhance the lives of disabled and elderly individuals by providing products and solutions such as curved and straight stairlifts, transfer aids, lifting equipment, and repositioning aids. With approximately 674 employees in Europe, Handicare Europe generated revenue totalling 217MEUR in 2022.

We procure a diverse range of goods and services from suppliers both in the United Kingdom and internationally, as mentioned above. We maintain strong relationships with our suppliers, and our assessment indicates that the risk of human rights violations among our suppliers is low. Nevertheless, as part of our commitment, we have placed increased emphasis on the eradication of slavery and human trafficking within our suppliers' own operations and supply chains.

### **Policies and Due Diligence**

Handicare is dedicated to ensuring that it does not contribute to any adverse human rights impacts, both internally and throughout its supply chains. We are committed to engaging with suppliers who share our principles and, where necessary, implementing corrective measures. In the event that suppliers fail to address or prevent adverse human rights impacts, Handicare will reassess its business relationships with them.

Our procurement activities strictly adhere to Handicare's purchasing policy, which encompasses our external guidelines for suppliers. This policy includes a Supplier Code of Conduct that covers ethical, societal, and environmental aspects. It sets out Handicare's expectations in three key areas: anti-corruption and ethics, labour standards and human rights, and the environment. In 2017, the Supplier Code of Conduct was updated to incorporate provisions related to modern slavery, aligning with the Modern Slavery Act 2015.

During our supplier onboarding process, major suppliers are required to sign and return a document confirming their acknowledgment, understanding, and commitment to comply with the revised Group Purchasing Policy. To further ensure compliance with modern slavery and human trafficking standards, we have incorporated audits focused on these issues into our supplier assessment procedures. In our commitment to promoting ethical business practices, Handicare has implemented a comprehensive Corporate Compliance Programme. This program includes the following overarching policies and outlines our approach to training and internal audits:

1. **Handicare Code of Conduct:** This document lays out Handicare's core principles, including a message from the Board of Directors and our stance on key issues related to anti-corruption and ethics, labor standards and human rights, and the environment.
2. **Employee Handbook:** Our employee handbook has been updated to include a section on modern slavery awareness within the safeguarding policy and procedure.

3. Whistleblowing Policy and System: We provide employees with an anonymous Whistleblowing service to report any misconduct or concerns they may have.

#### **2022 Improvement Activities**

- We extended our awareness training programme to include our warehouse and production operatives.
- We continued our associate awareness programme by adding a modern slavery awareness posters to our notice boards
- Along with ensuring our Supplier Onboarding process evaluates risk for new suppliers and ensuring our audit programme monitors existing suppliers, we will also carried out awareness presentations to our key suppliers

#### **Continued Due Diligence**

- We plan to further extend training to all of our associates.
- We will continue to regularly update our intranet with internal awareness reminders and how to report any concerns
- We will continue our supplier awareness programme as part of the supplier audit programme and wider as part of our supplier business reviews.

#### **Approval by Handicare's Board of Directors**

I, Peter Slack, hereby certify that the information contained in the above FY2022 Slavery and Human Trafficking Transparency Statement is factual and has been approved by Handicare's Board of Directors.

Signed:



Name: Peter Slack

30<sup>th</sup> June 2023