

Modern Slavery Act Statement

Slavery and Human Trafficking Transparency Statement for the Financial Year 2017

This Statement is made pursuant to Section 54 (Part 6) of the Modern Slavery Act 2015 ('Act') and sets out the steps that Handicare Accessibility Ltd ('Handicare') is taking to ensure that slavery and human trafficking is not operating within either its own business or its supply chains.

This Statement has been approved and signed by Handicare Accessibility Ltd.'s Board of Directors.

Handicare's Organisational Structure and Supply Chains

Handicare is a global company with manufacturing facilities in Europe, US and Asia. At Handicare we are committed to making everyday life easier for disabled and elderly people and supporting those who assist them. Our products and solutions include curved and straight stairlifts, transfer, lifting and repositioning aids, vehicle adaptations and medical equipment. We are approximately 1,200 employees globally. In 2017, revenue totalled MEUR 284,3.

Handicare sources a wide range of goods and services from suppliers based in the United Kingdom and overseas as described above. In its dealings with those suppliers it strives to ensure that the highest ethical standards are attained at all times. Handicare has close relations with most of the company's suppliers and our assessment is that the risk of human rights violations amongst our suppliers is low. However, as part of Handicare's commitment, there has been an increased focus on the requirement for its suppliers to eradicate slavery and human trafficking in their own businesses and supply chains.

Policy

Handicare's Code of Conduct provides a set of rules based on both national and international standards to ensure Handicare's employees are upholding the highest level of ethical conduct in their day-to-day business.

Handicare strives to ensure that it does not contribute towards adverse human rights impacts both internally and through its supply chains. There is an ongoing commitment to engage only those suppliers that uphold the same principles as Handicare and where necessary ensure the implementation of corrective action measures. In the event that suppliers fail to take steps to cease or prevent adverse human rights impacts, Handicare will reconsider its business relationships with those suppliers. As part of our wider commitment to promoting ethical business practices Handicare also has the following policies and manuals as listed below:

- Code of conduct
- Whistleblowing Policy and a Whistleblowing System
- Trade Sanctions Manual
- Competition Manual
- Anti-Bribery Manual

- Data Protection Manual
- **Handicare's activities in FY2017 related to prevention of slavery and human trafficking**

Key actions to date

- In 2017, all purchasing and operations professionals, as well as business leaders received detailed compliance training including modern slavery awareness training.
- Updated employee handbook to include modern slavery awareness in our safeguarding policy and procedure.
- All procurement activity is conducted within the framework of Handicare's purchasing policy, which describes our external policy for suppliers. It includes a Supplier Code of Conduct, which is based on ethical, societal and environmental topics and describes Handicare's expectations in three general areas: anti-corruption and ethics; labour standards and human rights; and environment and has been updated to include clauses pertaining to modern slavery.
- All major suppliers have been asked to send back a document stipulating they have read, understood and commit to adhere to the revised Group Purchasing Policy

Continued Due Diligence

- All supplier audits carried out will include Modern Slavery and human trafficking compliance audit by end of 2018
- Continued commitment to enhance our capacity to identify and prevent modern slavery and human trafficking through continued compliance training programmes internally

Approval by Handicare's Board of Directors

I, Peter Slack, hereby certify that the information contained in the above FY2017 Slavery and Human Trafficking Transparency Statement is factual and has been approved by Handicare Accessibility Ltd.'s Board of Directors.

Signed: 

Name: Peter Slack