



## Altius Lifts Ltd Modern Slavery Policy

### Policy Statement

Altius Lifts Ltd is committed to ensuring that there is no modern slavery or human trafficking in any part of our business or our supply chain. We uphold the highest standards of integrity and ethical behaviour and we are dedicated to acting with transparency and accountability to prevent any form of modern slavery.

### Objectives

1. To comply with the Modern Slavery Act 2015 and all other relevant UK legislation.
2. To ensure that our business operations and supply chain are free from any form of modern slavery or human trafficking.
3. To raise awareness and educate employees and partners about the risks and indicators of modern slavery.
4. To implement effective systems and controls to prevent, detect and address modern slavery.
5. To foster a culture of ethical business practices and social responsibility.

### Commitments

1. **Compliance and Legislation**
  - Comply with all relevant laws and regulations, including the Modern Slavery Act 2015.
  - Ensure that our policies and practices align with legal requirements and industry best practices.
2. **Risk Assessment and Due Diligence**
  - Conduct regular risk assessments to identify and assess potential areas of modern slavery within our business operations and supply chain.
  - Implement robust due diligence procedures for evaluating and monitoring suppliers and partners.
  - Ensure that all suppliers and contractors adhere to our anti-slavery policies and practices.
3. **Employee Awareness and Training**
  - Provide regular training and resources to employees to raise awareness of modern slavery and human trafficking.
  - Ensure that employees understand the risks, indicators and reporting mechanisms related to modern slavery.
4. **Supplier and Partner Engagement**
  - Communicate our commitment to preventing modern slavery to all suppliers and business partners.
  - Require suppliers and partners to comply with our anti-slavery standards and practices. o Include clauses on modern slavery compliance in all supplier and partner contracts.
5. **Reporting and Whistleblowing**
  - Establish clear and confidential reporting channels for employees and stakeholders to report any concerns or suspicions of modern slavery.
  - Ensure that all reports are investigated promptly and thoroughly and appropriate actions are taken.
  - Protect whistleblowers and ensure that there is no retaliation against individuals who report in good faith.



## 6. Continuous Improvement

- Regularly review and update our policies and practices to address evolving risks and ensure effectiveness.
- Engage with stakeholders, including employees, suppliers, partners and industry groups, to share best practices and improve our anti-slavery efforts.

## Implementation

### 1. Management Responsibility

- Senior management is responsible for the implementation and effectiveness of this policy.
- Allocate appropriate resources to support anti-slavery initiatives and compliance.

### 2. Employee Responsibility

- Employees are expected to adhere to this policy and report any concerns or suspicions of modern slavery.
- Participate in training and awareness programmes related to modern slavery.

### 3. Compliance Officer

- A designated compliance officer will oversee the implementation of this policy, provide guidance and address any concerns or reports related to modern slavery.

## Monitoring and Review

Altius Lifts Ltd is committed to the continuous improvement of our anti-slavery measures. This policy will be reviewed annually, or more frequently, if necessary, to ensure its effectiveness and relevance. Feedback from employees and other stakeholders will be actively sought and considered in the review process.

## Approval

This modern slavery policy is endorsed by the senior management of Altius Lifts Ltd and is effective from 10/03/2026.

**Paula Bettridge**

Paula Bettridge  
Managing Director  
Altius Lifts Ltd  
10/03/2026