

Modern Slavery Statement

2026

Stannah

Introduction

Modern slavery is an appalling crime and a grave violation of fundamental human rights. It deprives individuals of their freedom and dignity for the personal or commercial gain of others and continues to affect millions of people around the world.

Stannah have a zero-tolerance approach to modern slavery. We are firmly committed to preventing and opposing all forms of exploitation within our business and supply chains, and we expect the same high standards from all organisations with whom we work.

Modern slavery can take many forms, including slavery, servitude, forced or compulsory labour, child labour, sexual exploitation and human trafficking. We remain alert to the risk of these abuses across our operations and supply chains.

We support and share the objectives of the UK and other governments to eradicate modern slavery and human trafficking. We comply with the UK Modern Slavery Act 2015 and with applicable international and domestic laws wherever we operate, as part of our wider commitment to ethical business practices.

We are clear about the standards of behaviour expected across our business and among our business partners. We will not knowingly engage with individuals or organisations that do not share our values, and where concerns are identified, we will take appropriate action, including ending relationships where necessary.

Business organisation, structure and supply chain

The Stannah Group is a leader in the supply and manufacture of lifting products for both domestic and commercial applications. The Group has manufacturing sites in the UK and the Czech Republic, operates 14 international subsidiary businesses, and works with numerous distributors in other international markets. Across our UK and international businesses, we employ circa 2,400 people. We source finished products, raw materials, and components from both UK and international markets.

We are committed to acting ethically and with integrity in all our business dealings.

We sum up this approach with the words 'We take care'. This is the essence of our brand – our central organising principle and we use it to guide everything that we do.

This statement supplements other existing policies and documents to provide guidance and transparency for all employees. These include (but are not limited to):

- Ethical Behaviour
- Anti-Slavery and Human Trafficking
- Equality, Diversity & Inclusion
- Anti-Bribery and Anti-Corruption
- Group Environmental Sustainability
- CIPS Code of Conduct for Purchasing Professionals
- Whistleblowing

The Board, our CEOs, and their respective teams are responsible for implementing these policies and their objectives, and will allocate the necessary resources (people, training, and time).

Risk assessment and due diligence

We recognise modern slavery can happen anywhere, which is why we will provide all budget holders and financial decision makers with awareness training.

However, we recognise our extended supply chains present the greatest levels of risk. Our ethical approach to business infers that we prefer to source as locally as possible. However, we recognise our supply chains are inevitably international by nature and can therefore be challenging to manage.

We invest and hold in very high regard relationship management throughout the Group so that we can foster long-term relationships with suppliers and contractors to understand their business, regularly visiting and reviewing key suppliers, their premises and factories, mitigating risks where appropriate.

To date we have not been made aware of any human trafficking or slavery allegations against our supply chain but rest assured if there were we would take immediate action to understand and verify the issue which could lead us to terminate our contract with the supplier.

Training

We regularly train relevant employees in ethical business policies, corporate social responsibility.

We train all purchasing professionals to the Chartered Institute of Purchasing and Supply qualification.

Key actions to date

This relates to all companies in the Stannah Group it reflects our position at the end of our 2025 financial year and references objectives for 2026.

We have:

- We have adopted and rolled out a new Anti-Slavery and Human Trafficking Policy, updated to ensure that we maintain robust commitments and processes to prevent all forms of slavery, servitude, forced or compulsory labour, and human trafficking.
- We have refreshed the knowledge of managers and other appropriate employees (Purchasing, Finance and purchase order approvers) in relation to Anti-Slavery and Human Trafficking and Corporate Criminal Offences which supplements the Modern Slavery Act. We require these managers to discuss modern slavery in their teams to keep the topic current.
- We have run a campaign for general group awareness across all employees which has included blog posts and other material on our intranet. This information provides a detailed explanation of modern slavery, including the number of people it is estimated

to affect, why Stannah has a modern slavery policy, where to find it, and what to do if anyone has concerns within the business or in relation to an individual. This is important in maintaining awareness of modern slavery among all our employees. We plan to publish further posts during 2026.

- We issue out our modern slavery declaration annually to suppliers. The declaration also forms part of our new supplier process.

Enforcement/due diligence

- All managers will receive an up dated e-learning package that will be validated for knowledge, retention and implementation. All other employees will receive a refreshed team brief describing how they can act both at work and in their personal lives.
- We will continue to review and strengthen our approval process for suppliers, contractors and sub-contractors to provide greater assurance of compliance.
- We will assess existing suppliers where general modern slavery risks are identified and report the outcome to the business. To date we have not had any instances of this type to cause undue concern. This provides some assurance over the effectiveness of our controls.
- We will continue to use our modern slavery declaration in our new supplier, contractor and sub-contractor approval process to ensure all suppliers are aware of our stance and what is expected of them.
- We will act against any suppliers that fail to improve their performance in line with our requirements, including termination of the relationship.

On behalf of Stannah Lifts Holdings Limited, Stannah Management Services Limited, Stannah Lift Services Limited, Stannah Lifts Limited, Stannah Microlifts Limited, Stannah Stairlifts Limited, Stannah Homelifts Limited, Global Upholstery Solutions Limited and 3D Ply Limited.



Alastair Stannah
Group Director



Archie Hungwe
Chief Executive Officer
Lift Distribution & Service



Marco Luna
Chief Executive Officer
Home Accessibility