

## Modern Slavery Statement

### Financial year 2023

This statement is made pursuant to the Modern Slavery Act 2015 and constitutes Etac Ltd's commitment and actions to prevent the risk of modern slavery in our operations and supply chain.

### Company Description

Etac Ltd is a supplier of assistive devices and patient handling equipment in the UK. The company was founded in 2003 and was previously known as R82 UK Ltd. Our head office is in Hartlebury, Worcestershire and we have 80 employees. Etac Ltd is part of the Etac Group ("Etac") founded in 1973. Etac is headquartered in Sweden.

Etac's ambition is to provide solutions that improve quality of life for the individual, family members and caregivers. Through our specialised product brands, we offer state-of-the-art solutions for a wide range of daily needs and care settings, for people at all stages of life. Our products are designed to promote the individual's abilities and support caregivers in their daily work – through high quality, user-friendly functionality, and by delivering great value over time.

Etac has nine product brands: R82, Convoid, Ki, Axiom, Star, Molift, Immedia, HoverTech and Etac. We have R&D centers in Scandinavia and the United States and our own manufacturing sites are located in Sweden, Denmark, the United States and Poland.

### Our policy

Modern slavery can take many forms, such as trafficking of people, forced labour, servitude, and slavery. Etac has a zero tolerance for any form of modern slavery and do not accept any violations in any parts our operations and supply chain.

Our commitment to prevent the risk of modern slavery is supported by our Internal Code of Conduct and our Supplier Code of Conduct.

- Internal Code of Conduct: Applicable to all employees and temporary workers.
- Supplier Code of Conduct: Applicable to all suppliers, their subcontractors and other business partners that provide products or services to (do business with) Etac.

### Training and awareness

Our employees are made aware of our commitment through our policies. We plan to strengthen our employee awareness and training (see Future plans and commitments).

Our Supplier Code of Conduct includes an expectation that the standards included in the Code of Conduct shall be communicated by the Supplier to all new employees, including managers and supervisors, immediately upon hiring.

### Monitoring and compliance

Etac reviews the operations of our suppliers to assess and ensure their compliance with our Supplier Code of Conduct. Our programme may consist of on-site inspections (or audits) and periodic self-evaluations by suppliers of their premises and those of their subcontractors. The supplier shall submit at any time to announced as well as unannounced audits. The supplier is required to provide physical access to any auditor from Etac or other auditor assigned by Etac. This obligation entails unhindered access to all facilities, records, and where provided by suppliers, housing, as well as employees for confidential interviews. The frequency and intensity of supplier audits will depend on, and be appropriate to, the scale and intensity of their operations.

## Grievance mechanisms

We encourage employees and all other stakeholders to report on matters that might not be in line with the law, our organisational values, or our Code of Conducts, and that may affect the operations and reputation of Etac. If you know of any violations and/or have any concerns, please contact a manager in our organisation or report anonymously through our whistleblowing service.

We do not tolerate any form of retaliation or adverse consequences against anyone for engaging in reporting of wrongdoing. For employees and stakeholders that still feel worried of reporting directly to a manager, we offer a whistleblowing service. The whistleblowing service is provided by an external partner to ensure anonymity. The communication channel is encrypted and password protected. All messages are processed confidentially and the person sending the message also remains anonymous in the subsequent dialogue with the whistleblowing team that consists of the Group Chief Executive Officer (CEO), Group Chief Financial Officer (CFO) and Group Human Resources (HR). To safeguard the system, all reported messages are also reviewed by our audit committee, which among others include the Chairman of the Board and our external auditor.

Link to Etac's whistleblower service: <https://report.whistleb.com/en/etac>

## Actions being taken

Etac has during 2023 initiated a roll-out of the group's Supplier Code of Conduct in HoverTech, meaning that all units now use the same Supplier Code of Conduct.

## Future plans and commitments

We are continuously striving to improve and strengthen our practices and before the end of 2024, we plan to:

- Update and release a new version of our Internal Code of Conduct
- Update and release a new version of our Supplier Code of Conduct
- Review our Group sourcing practices
- Review and strengthen employee awareness and training

## Responsibility for the policy

Etac's Group CEO, Michael Wirzberger, is ultimately responsible for implementation and compliance of our policy regarding modern slavery. In the UK, our Company Directors have responsibility for this policy and in ensuring that we comply with all its legal and ethical obligations.

## Status of the policy

This policy has been approved by Etac Ltd's Board of Directors and will be reviewed on an annual annual basis.

Hartlebury, October 10<sup>th</sup>, 2024.



Andrew King  
Sales Director



Andrew Goode  
Operations Director