



Modern Slavery and Human Trafficking Statement

For the Financial Year Ending 31 December 2025

Issued by: GAH (Refrigeration) Limited

Introduction

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and outlines the steps GAH (Refrigeration) Limited (“the Company”) has taken during the financial year to prevent modern slavery and human trafficking in our business and supply chains.

We are committed to upholding the highest ethical standards and operating with integrity. We have a zero-tolerance approach to modern slavery and human trafficking and are dedicated to ensuring such practices do not exist in our operations or those of our suppliers.

Our Business and Supply Chain

GAH (Refrigeration) Limited is a UK-based manufacturer and service provider in the transport refrigeration sector. We operate primarily in the UK but have an international supply chain involving goods and services sourced from a range of countries and sectors.

Our supply chain includes component manufacturers (directly and through resellers), logistics providers, subcontractors, IT services, and we expect all suppliers to share our commitment to eradicating modern slavery.

Our Policies

To support our commitment, we have implemented the following:

- A Modern Slavery Policy, which is applicable to all employees, contractors, suppliers, and business partners.
- A Whistleblowing Policy, encouraging employees and external parties to report concerns confidentially.
- A Supplier Code of Conduct, requiring ethical standards, including the prohibition of forced or trafficked labour.

Risk Assessment and Due Diligence

We regularly assess the risk of modern slavery in our business and supply chains. Our due diligence processes include:

- Conducting supplier risk assessments.

- Requiring suppliers to complete a questionnaire addressing labour standards.
- Including anti-slavery clauses in supplier contracts.
- Ongoing monitoring and audits of high-risk suppliers.

Training and Awareness

We provide training to relevant staff to:

- Raise awareness of modern slavery and human trafficking.
- Equip employees to identify potential warning signs.
- Encourage the prompt reporting of any concerns.

Reporting Concerns

We encourage all employees, suppliers, and stakeholders to report any suspicion of modern slavery or human trafficking. Reports can be made confidentially to the Finance Director at mturner@gah.co.uk. All reports are taken seriously, investigated promptly, and appropriate actions are taken.

Effectiveness and Future Actions

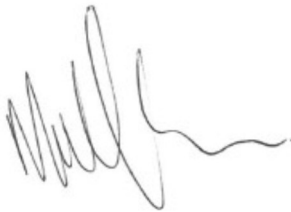
We monitor the effectiveness of our efforts through audits, supplier feedback, and internal reviews. Our ongoing commitments include:

- Reviewing and updating policies annually.
- Strengthening supplier engagement and compliance checks.
- Expanding training across more business areas.

Board Approval

This statement has been approved by the Board of Directors of GAH (Refrigeration) Limited and will be reviewed annually.

Signed:

A handwritten signature in black ink, appearing to read 'Michael Kane', written in a cursive style.

Michael Kane

Managing Director

Dated: 19 December 2025