

# Williams Advanced Engineering Limited

Modern Slavery & Human Trafficking Statement for the Financial Year ended 31 December 2017

## **Our business and organisation structure**

Williams Advanced Engineering Limited is the technology and engineering services business of the Williams Group. It provides technical innovation, engineering, testing and manufacturing services to a range of sectors including automotive, motorsport, civil aerospace, defence and energy.

The company employs approximately 230 people in Grove, Oxfordshire.

## **Our policies on slavery and human trafficking**

We aim to conduct all aspects of our business in accordance with the core values of the Williams Group: honesty, integrity, transparency and excellence. We therefore seek to ensure that the rights and freedoms of individuals are upheld in our supply chains.

The Williams Group Ethics Policy sets out the standards by which all companies and employees within the Williams Group are expected to conduct business. We updated this policy during 2016 to specifically highlight our position on modern slavery both to our employees and to the businesses with which we engage.

We also issued a standalone Anti-Slavery and Human Trafficking Policy internally in 2016. The purpose of this policy is to ensure that all staff: (i) are aware of modern slavery issues; (ii) understand the internal processes which must be followed in order to ensure that appropriate due diligence is conducted on potential suppliers; and (iii) know how to report any potential issues so that action can be taken.

Meanwhile, our Public Interest Disclosure Procedure provides a safe mechanism through which any member of staff is encouraged to raise concerns regarding business activities, including those related to slavery and human trafficking.

## **Our supply chains**

Our supply chain is predominantly comprised of materials and component manufacturing businesses operating in the engineering sector, but also includes businesses providing a variety of other goods and services including professional services, general consumables, food and drink, temporary staff, clothing and IT products. These businesses range from SMEs in the UK to large multi-national businesses operating in Europe and further afield.

## **Our due diligence procedures and controls**

We have committed to implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place in our supply chains.

Our standard purchasing terms and conditions place obligations upon our suppliers, including obligations to: (i) comply with anti-slavery laws; (ii) allow us to audit them to ensure compliance; (iii) notify us in the event that any actual or suspected slavery or human trafficking takes place in connection with their contract with us; and (iv) implement their own due diligence procedures. We are also entitled to terminate for breach of these obligations.

We include questions regarding modern slavery issues in our supplier questionnaires which are completed by all new suppliers prior to engagement. These have also been issued to all existing suppliers.


We assess the responses to our modern slavery questionnaire in a proportionate manner according to the level of risk associated with the relevant supplier and its products, in keeping with the Government's guidance.

We assess the risk of particular products and countries based upon the US Forced Labour Report List. The vast majority of our suppliers are not located in high-risk countries and do not supply high-risk products.

### **Training**

During 2017, the Williams Group's modern slavery working group met regularly throughout the year to discuss, plan and implement procedures to support our policies on modern slavery and human trafficking. These activities have raised awareness of the issues involved, both within our Procurement team and amongst our workforce generally through the issuing of new and updated policies.

During 2018, we plan to conduct formal training sessions with all those working in our Procurement team which will provide instruction in the specific due diligence and monitoring processes that we plan to implement during the year.



Signed by  
**Mike O'Driscoll**  
Group CEO

Date: ..... *29 June* ..... 2018