

Williams Advanced Engineering Limited

Anti-slavery and human trafficking statement for financial year end December 2019

1. Introduction

- 1.1. Williams Advanced Engineering Limited (“WAE”) fully supports the introduction of the UK Modern Slavery Act and its efforts to combat slavery and human trafficking in global supply chains. Slavery and human trafficking are abuses of a person’s freedoms and rights and these practices should be eradicated. As a responsible business, WAE ensures that its employees and suppliers do not in any way support these activities.
- 1.2. This statement highlights the steps we take as an organisation to prevent modern slavery and human trafficking in our own operations and supply chain.

2. Organisational structure, our business and supply chain

- 2.1. WAE is a world-leading engineering, technology and consulting business providing innovative electrification and lightweight technology solutions to a range of sectors including motorsport, high performance automotive, healthcare, mining, aviation, defence and energy.
- 2.2. WAE employs approximately 340 people in Grove, Oxfordshire. WAE’s business operations are solely based in the UK.
- 2.3. WAE’s 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. We also rely on a global supply chain to design, develop and manufacture components for our product portfolio. Our supply chain ranges from SMEs in the UK to large multi-national businesses operating in Europe and further afield.

3. Supply chain due diligence and risk management

- 3.1. WAE is committed to implementing effective systems and controls to ensure that our suppliers recognise our position in relation to compliance with all applicable laws and regulations, including those relating to the prohibition of slavery and human trafficking.
- 3.2. WAE aims to conduct all aspects of its business in accordance with its core corporate values of Respect, Integrity, Teamwork, Excellence and Determination. These core values form the foundation of our business, and we expect that all of our suppliers uphold these same values.
- 3.3. Our standard purchasing terms and conditions place obligations upon our suppliers, including obligations to:
 - (i) comply with all 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.
- 3.4. We are entitled to terminate our contractual relationship with any of our suppliers for breach of the obligations outlined in paragraph 3.3.

3.5. We require each of our suppliers to complete a modern slavery questionnaire prior to engagement. 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.

4. Internal Policies on Slavery and Human Trafficking

4.1. WAE's **Ethics Policy** sets out the standards by which all its employees are expected to conduct business and it specifically highlights our position on modern slavery both to our employees and to the businesses with which we engage.

4.2. We also have a standalone **Anti-Slavery and Human Trafficking Policy**, the purpose of which 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.

4.3. Our **Public Interest Disclosure Procedure** provides a safe mechanism through which staff members are encouraged to raise concerns regarding business activities, including those related to slavery and human trafficking.

4.4. This year, we have established a new **Environmental, Social and Governance (ESG) Policy** to set out our vision to improve sustainability within our supply chains and to reinforce our commitment to eradicating slavery and human trafficking from our business operations and supply chains.

5. Training

5.1. WAE understands the importance of building compliance capability across its business and to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our employees.

5.2. During 2020, we plan to conduct tailored training sessions for our Procurement team, which will provide guidance on the additional due diligence and monitoring processes that we plan to implement during the year.

5.3. We also plan to provide general awareness training to employees that is appropriate to the level of interaction they have with suppliers.

6. Plans for the future

WAE is committed to maintaining a sustainable and responsible supply chain. To continue to mitigate against any slavery and human trafficking in our supply chain, we will continue to work collaboratively with our key stakeholders to refine and improve our policies, procedures and programmes. We will continue to outline steps to tackle these issues in our annual sustainability report and modern slavery statement.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes WAE's anti-slavery and human trafficking statement for the financial year ending 31 December 2019.


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Signed by
Craig Wilson
Managing Director, Williams Advanced Engineering Limited

Date: 30 June 2020