

Williams Advanced Engineering Limited

Modern Slavery & Human Trafficking Statement for the Financial Year ended 31 December 2020

1. Introduction

- 1.1. Williams Advanced Engineering Limited (“WAE”) is committed to ethical business practice and believes that acting responsibly and with integrity is vital to our continued success. Slavery and human trafficking are abuses of a person’s freedoms and rights and these practices should be eradicated.
- 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, automotive, healthcare, mining, aviation, defence and energy.
- 2.2. WAE’s business operations are solely based in the UK. 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 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 are committed to implementing effective systems and controls to ensure that our suppliers recognise our standards for compliance with applicable laws and regulations, including those relating to the prohibition of slavery and human trafficking.
- 3.2. WAE aim to conduct all aspects of our business in accordance with our 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 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. Under our standard terms we are entitled to terminate our contractual relationship with a supplier for breach of the obligations outlined above.
- 3.5. We require each of our suppliers to complete our modern slavery questionnaire prior to engagement. We assess the responses to the questionnaire in a proportionate manner according to the level of risk associated with the relevant supplier and its products or services.

4. Internal Policies on Slavery and Human Trafficking

- 4.1. WAE's **Ethics Policy** sets out the standards by which all employees are expected to conduct business and it specifically highlights our position on modern slavery both for our employees and 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. WAE also have an **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 2021, we plan to conduct further training sessions for our Procurement team, which will provide targeted guidance on our due diligence and monitoring processes.
- 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 2021

- 6.1. 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 throughout 2021. We will continue to outline steps to tackle these issues in our annual sustainability report and modern slavery statement.
- 6.2. In addition to the training referred to in paragraph 5 above, we will investigate whether additional external review processes (e.g. analytics software) may assist our assessment of supply chain risks at an earlier stage of our supplier engagement process. We shall also propose that any higher risk suppliers (higher risk jurisdiction or sector) resubmit their responses to our modern slavery questionnaire on an annual basis.

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 2020.



Signed by
Craig Wilson
Managing Director, Williams Advanced Engineering Limited

Date: 23 June 2021