



**SLAVERY AND HUMAN TRAFFICKING STATEMENT
FINANCIAL YEAR 2019/2020**

This statement is made by Martin-Baker Aircraft Company Limited ("**Martin-Baker**") pursuant to Section 54 of the UK Modern Slavery Act (the "**MSA**"). It sets out the steps that Martin-Baker has taken during the 2019 Financial Year ("**FY**") to combat and prevent forms of modern slavery and human trafficking in its business and supply chain.

Martin-Baker is committed to ensuring that its business and supply chains are free of slavery and human trafficking.

Martin-Baker is the world leader in the design and manufacture of ejection and crashworthy seats.

We continue to enjoy the support of a long-standing, predominantly UK and US supply base that we believe exhibits low risk of slavery and human trafficking. We pride ourselves on transparency within our supply chains and believe that such transparency not only encourages ethical behaviour, but also fosters resilience and sustainability.

Previous assessment of the suppliers we use to support manufacturing activities indicated that the vulnerability of the supply chains to slavery and human trafficking is low. We have made specific enquiries to those suppliers regularly involved in procuring base raw materials and commodities, which may have a higher potential exposure to such practices. These enquiries cover the majority of our supplier base. We expect all suppliers to meet the ethical standards outlined in our code of ethics (<http://martin-baker.com/code-of-ethics/>) and this is further reinforced contractually in our standard Terms & Conditions.

Despite our conclusion that the risk of slavery or human trafficking existing in our business or supply chains is low, we continue to assess that risk on an ongoing basis. To that end, we rolled out awareness training for Martin-Baker's procurement employees and contractors to give them a detailed knowledge of Martin-Baker's responsibility under the MSA.

The intention in 2019 was to raise more awareness of the MSA amongst Martin-Baker's relevant members of staff. We have achieved this by using internal knowledge sources (including online courses) so that the relevant staff is able to identify where risk of slavery and human trafficking may exist in the future, and to mitigate that risk. Martin-Baker will continue to provide this awareness training on a yearly basis.

In addition to rolling out the MSA awareness training in the 2019 FY, it is our intention in the 2020 FY to consider the implementation of the MSA due diligence supplier questionnaire. If it is appropriate to implement such a questionnaire Martin-Baker will also consider what measures will be taken should any of our suppliers fail to meet satisfactory standard under the MSA.

Approved by the Board of Directors of Martin-Baker Aircraft Company Limited -13 August 2020.

Signed by



JAMES W. MARTIN
Joint Managing Director

A Corporate Partner of

