

SSGB – ANNUAL MODERN SLAVERY STATEMENT – 2021

Approved by the directors of Safran Seats GB Limited on 04.10.2021

We would like to take this opportunity to reiterate that Safran Seats GB Limited (« SSGB ») has zero tolerance towards any slavery and human trafficking. In the years since we first published our Modern Slavery Policy (« MSP ») we have remained fully committed to the eradication of this blight on our global society and are pleased to issue this annual statement, demonstrating the progress we have made during this current financial year which ends on 12/12/2021.

1) Organisation structure and supply chains

SSGB is a UK registered company (first incorporated in 1933) and is based in South Wales. We are manufacturers of the highest quality passenger aircraft seating for leading airline customers worldwide and form part of the Safran Group of international companies, based in Paris. Our supply chain consists mainly of medium size suppliers to large, well established companies in the US, Europe and Asia. Typically, SSGB has worked previously with many of these suppliers for some years. They provide various parts and materials for use in the global aerospace industry, which is generally a low risk industry for modern slavery and human trafficking.

2) Policies in relation to slavery and human trafficking

SSGB, is part of the Safran global organisation and as such works to the highest ethical standards. This is demonstrated by our MSP and group procedures (GRP079) ; SSGB takes a zero tolerance approach to slavery and human trafficking. SSGB expects its supply chain to work to do the same.

SSGB has modified its supplier Request For Proposal (RFP) and Supplier Selection Committee (SSC) processes to include the obligation for any supplier bidding for contract awards to state that its organisation is slavery and human trafficking free. Our purchasing governance (Safran form (GRF-0164)) mandates that any potential supplier agrees to meet these purchasing guidelines and forced labour is specifically mentioned in these guidelines. If such a commitment is not received, it will prevent any supplier from moving forwards to the selection stage of the process.

3) Due diligence process

The updated Safran Terms and Conditions are included with each Purchase Order (see clause 16 extracted below in bold italics).

« 16. **ETHICS AND ANTI-HARASSMENT**

16.1 *Safran reserves the right to exclude from its premises any of the Supplier's personnel whose conduct breaches reasonable standards of behaviour.*

16.2 *The Supplier shall not engage in discrimination or harassment of Safran employees.*

16.3 *The Supplier shall at all times ensure that the Goods and/or Services are provided in an ethically compliant manner and shall not use child, forced or involuntary labour or be associated with slavery or human trafficking. The Supplier hereby warrants that it has complied with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force including but not limited to the Modern Slavery Act 2015. »*

4) KPI's to measure effectiveness of steps being taken

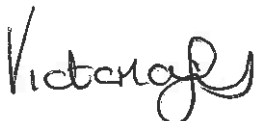
SSGB use the following key performance indicators (KPIs) to measure how effective we have been in ensuring that that slavery and human trafficking is not taking place in any area of our business or supply chains: A level of communication and personal contact with the next link in the supply chain and their understanding of, and compliance with, our expectations. This is done by using supplier checklists and other tools, as appropriate.

5) Training on modern slavery and human trafficking

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 relevant members of staff. All directors have been briefed on the subject. Training provided is recorded on individual training records and training charts.

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes SSGB's statement regarding the prevention of slavery and human trafficking for the current financial year.

Signed:



Victoria Foy
CEO of Safran Seats GB Limited