

Williams Advanced Engineering Limited

Modern Slavery & Human Trafficking Statement for the Financial Year ended 31 December 2016

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 170 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.

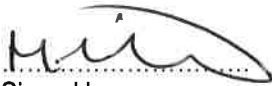
Our standard purchasing terms and conditions place obligations upon our suppliers, including obligations to: (i) comply with anti-slavery laws; (ii) allow us to audit them to ensure compliance; (iii) notify us in the event that any actual or suspected slavery or human trafficking takes place in connection 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 have incorporated 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 are assessing the responses received to date and formulating suitable ongoing monitoring mechanisms.

Training

During 2017, 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. We also plan to provide general awareness training to managers and staff more generally, which is appropriate to the level of interaction they have with suppliers.



Signed by
Mike O'Driscoll
Group CEO

Date: 17 July 2017