

SK Aero Safety Group Modern Slavery Statement

In accordance with the provisions of the Modern Slavery Act 2015, this statement details the initiatives undertaken by SK Aero Safety Group ('The Group'). It highlights our comprehensive efforts to eliminate all instances of modern slavery within our business operations and supply chain.

At the heart of this policy lies a deep understanding of the complex challenges posed by modern slavery and our role in combating it within the aviation maintenance, repair, overhaul (MRO), and safety equipment sectors.

Our policy is built on a foundation of international human rights principles, including adherence to the Universal Declaration of Human Rights and compliance with the UK Modern Slavery Act, EU directives and other relevant regulations. It encompasses all employees, contractors, suppliers, and business partners associated with our global operations.

Key aspects of our policy include:

- 1. Organisational Structure and Responsibility:** Led by our CEO and supported by a dedicated Human Rights and Modern Slavery Compliance Team, we have established clear lines of accountability. This team, along with regional and functional committees, drives our policy implementation, ensuring alignment with local and global ethical standards.
- 2. Comprehensive Due Diligence and Risk Assessment:** Our policy mandates rigorous due diligence processes and regular risk assessments. We delve into the intricacies of our operations and supply chains, focusing on geographical locations, the nature of our business activities, and the characteristics of our supply chain partners.
- 3. Training and Awareness:** We emphasise educating our employees through interactive workshops, e-learning modules, and regular updates. These initiatives are designed to empower our workforce to recognise, prevent, and report any potential violations of human rights or instances of modern slavery.
- 4. Supplier Engagement and Transparency:** A critical component of our policy is working closely with suppliers to ensure transparency in our supply chain. This involves regular communication, audits, and collaborative improvement programs.

5. **Monitoring and Continuous Improvement:** Our policy is not static; it's a commitment to ongoing evolution. We continuously monitor our practices, engage with external experts, and adapt our strategies to emerging risks and regulatory changes.

Furthermore, our Supplier Code of Conduct supports and incorporates provisions regarding this policy. This code sets out the standards we expect from our partners and is a testament to our commitment to ethical sourcing and labour practices.

We believe that this policy is not just a compliance mechanism but a reflection of our core values and our dedication to being a responsible and sustainable business. We call upon all stakeholders, including our employees, suppliers, and industry partners, to join us in this important journey towards a world where human rights are universally respected and protected.