

This statement is made by Forged Solutions Group, on behalf of Aero Forgings Midco Limited and its subsidiaries, Aero Forgings Bidco Limited, Blaenavon Forgings Limited and Forged Solutions Group Limited (formerly Firth Rixson Forgings Limited).

This statement summarises the approach taken by Forged Solutions Group to prevent and address the risk of slavery and human trafficking within the Forged Solutions Group business and our supply chain. This statement is made in relation to the United Kingdom Modern Slavery Act, covers the period since the Group's formation on 1 December 2019 to 31 December 2019 and has been approved by the Board of Directors.

We are fully committed to playing our part in eradicating modern slavery. We advocate transparency and collaboration to eliminate the risks of modern slavery.

### **Forged Solutions Group**

The Group incorporates manufacturing facilities in Blaenavon, Darley Dale and Sheffield, all in the United Kingdom. The Group manufactures forged components for many global markets including aerospace, defence and off-highway, using materials such as titanium, nickel, and steel.

### **Supply chain**

The Group utilises a global supply chain of suppliers for raw material and other goods and services. All suppliers are required to comply with all applicable laws, rules, regulations, orders, conventions, ordinances, and standards which include all laws related to the prohibition of human trafficking and slave labour.

All suppliers are required to undertake a pre contract supplier assessment. This includes ensuring that the supplier is not on the US or other international restricted party lists.

As part of the contracting process with suppliers all contracts include terms and conditions which ensure that suppliers comply with modern slavery legislation.

Suppliers are only added to the approved supplier list once such compliance procedures are satisfactorily completed. Approved supplier lists are regularly reviewed and amended as necessary.

### **Human Rights**

It is the policy of the Group that we will comply with all relevant human rights legislation. We ensure that our compensation for all employees and contractors meets or exceeds legal minimums. Additionally, we strive to ensure our workplace is a meritocracy where we attract the best talent into the organisation, regardless of race, religion or gender. Discrimination of any kind is not tolerated, and action is taken where necessary to address this.

All employees are paid at least the living wage and have a guaranteed number of hours in their contract of employment. It is our policy that zero hours contracts are not used.

The businesses within the Forged Solutions Group were historically owned by two large multinational groups. Both such groups provided all employees with an independent hotline where matters of any nature could be raised confidentially. The Forged Solutions group has in place its own procedures to ensure employees can confidentially raise matters.

Additionally, under these multinational groups all employees received annual code of ethics training which covered areas such as modern slavery, bullying, harassment, and discrimination. The Forged Solutions Group is in the process of implementing its own such training.

All employees will be required to comply with a Code of Conduct which will include clearly established policies in relation to human trafficking and slave labour, in addition to requirements in relation to reporting of concerns or matters identified.

#### **Action taken**

The Group has a zero tolerance in relation to non-compliance with its policies and procedures for modern slavery.

If the Group identifies that a supplier has not complied with contractual terms including those relating to modern slavery, then appropriate action will be taken. This could include cancelling contracts and also reporting to the relevant authorities in relation to the matters identified.

All group employees are required to comply with applicable UK legislation which includes modern slavery legislation. The Group has well established procedures in relation to employee matters and action is taken where appropriate.

The Group is in the process of standardising its policies and procedures and implementing a number of group wide initiatives following its inception in late 2019, which will include validation of the effectiveness of these policies and procedures. This will include reporting to the Executive Leadership team on compliance with employee training, hotline reporting and supplier performance.

Duncan Hinks

Director