

## **2019 MODERN SLAVERY POLICY STATEMENT**

In the conduct of our business at every level, whether internally or externally working with our colleagues, Customers or suppliers, we have defined a set of values including that of modern slavery as defined in the Modern Slavery Act 2015 that are applicable to all Gloster operations.

### **Integrity**

- We are committed to comply with the requirements of the Modern Slavery Act 2015.
- We are committed to ensure that there is no slavery or human trafficking occurring within the organisation or its supply chains.
- We are committed to ensuring that Risk Assessments are carried out to determine any risks to the Company and to identify any external risks from our suppliers or Clients.

### **Supply Chain**

- We will work with our suppliers and Clients to ensure that we all ensure that the requirements of the Act are complied with.
- We will ensure that our supply chain is transparent in their obligations to the Modern Slavery Act and that we have confidence in those goods and services being provided by workers who do so at their own free will.

### **Responsibilities**

- It is the responsibility of the Human Resources Manager to ensure that all Foreign Nationals that are engaged by the Company are within the UK legally and they have a legal right to work.
- It is the responsibility of Contracts Director and Commercial Director that the supply chain complying with the requirements of Modern Slavery Act 2015 in all manners.
- It is the requirement of all Responsible Managers that any non-compliance with the Modern Slavery Act 2015 report this to their Immediate Responsible Manager/Director.

### **Reporting of Incidents**

- It is the requirement of all Employees that any non-compliance with the Modern Slavery Act 2015 report this to their Immediate Responsible Manager/Director.
- It is also the requirement of all Responsible Managers/Directors to report to inform to the Police if they believe that a crime has been committed in relation to the Modern Slavery Act 2015.

### **Training**

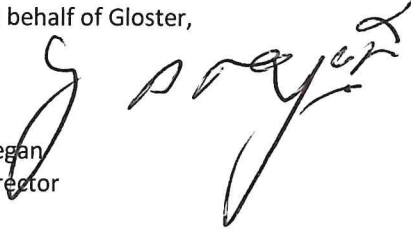
- The Company will ensure that suitable and sufficient training about slavery and human trafficking is given to the Responsible Managers/Directors and that refresher training is given each 12 months.
- The Company will ensure that all Employees are given an overview of the Modern Slavery Act and issued with a copy of this Statement of Intent.
- The Company will ensure that if requested, in writing, that a copy of the company's Modern Slavery Act Statement of Intent is issued to them within 30 days of the request.

The Board of Directors at Gloster MEP Limited is fully committed to ensuring that Gloster MEP complies both with the letter and spirit of the principles in the Modern Slavery Policy. For that reason, Mr John Regan has been appointed by Gloster MEP with the responsibility and authority to oversee and drive our Modern Slavery Policy.

This Statement is reviewed annually and issued no later than 6 months following our year end; 30<sup>th</sup> September.

For and on behalf of Gloster,

Mr John Regan  
Finance Director



Date: 3<sup>rd</sup> January 2019