

NP Aerospace Limited

Modern Slavery & Human Trafficking Statement - 2023/2024

This statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out steps NP Aerospace has taken and is continuing to take to understand and minimise the potential risk of modern slavery in its business and supply chains. The information included in this statement refers to the financial year 2023 – 2024.

Our Business

NP Aerospace is an organisation which specialises and is a world leader in the design, development and manufacture of lightweight, high performance composite materials and protective solutions for personal and platform protection, and the integration of military vehicle systems. NP Aerospace delivers complete turnkey composites engineering services for commercial applications including but not limited to; Bomb Disposal Suits, Helmets, Ballistic Shields, Body Armour Plates and Vehicle Armour.

The labour supplied to NP Aerospace in pursuance of its operation is carried out the United Kingdom and Canada, presently.

Definitions

NP Aerospace considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity, or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

NP Aerospace is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. NP Aerospace commits to complying with the provisions in the Modern Slavery Act 2015. The company understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

NP Aerospace does not enter into business with any other business, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to NP Aerospace in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and Canada.

NP Aerospace recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

NP Aerospace operates with several policies to ensure we are conducting business in an ethical and transparent manner. The following policies are accessible to all colleagues:

- Code of Conduct
- Whistleblowing Policy
- Bullying and Harassment Policy
- Recruitment Policy
- Corporate Social Responsibility Policy and Statement

Our Supply Chain

Due to the nature of our business, NP Aerospace assess itself to have a minimal risk of Modern Slavery in our business and supply chains.

Our supply chains are limited, and we procure goods and services from a restricted range of suppliers based in the United Kingdom, as well as overseas. The main exposure to the risk of slavery and trafficking to exist is when working with overseas suppliers, as they may involve the provision of labour in a country where the protection against breaches of human rights may be limited.

Nonetheless, we have taken steps to ensure that such practices do not take place in our business nor the business of any organisation that supplies goods and/or services to us.

Embedding The Principles

In accordance with section 54(4) of the Modern Slavery Act 2015, the principles will continue to be embedded by the following activities:

- Provide awareness training to staff on the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Ensure that consideration of the modern slavery risks and prevention are added to NP Aerospace's policy review process as an employer and procurer of goods and services.
- Ensure NP Aerospace's procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.
- Continue to take action to embed a zero-tolerance policy towards modern slavery.
- Ensure that staff involved in buying/procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.

NP Aerospace has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

This statement has been approved by the NP Aerospace Limited Executive and HR Department in pursuance of Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2024. This statement will be reviewed and updated annually.

James Kempston
CEO
NP Aerospace Limited