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SLAVERY AND HUMAN TRAFFICKING STATEMENT
FINANCIAL YEAR 2023/2024

This statement is made by Martin-Baker Aircraft Company Limited ("**Martin-Baker**") pursuant to Section 54 of the Modern Slavery Act 2015 (the "**MSA**"). It sets out the steps that Martin-Baker has taken during the 2023/2024 Financial Year ("**FY**") to combat and prevent forms of modern slavery and human trafficking in its business and supply chain.

Martin-Baker is the world leader in the design and manufacture of ejection and crashworthy seats. We are the subsidiary company of Killinchy Aerospace Holdings Limited (together, the "**Group**"). The Group has over 1000 employees and operates in the United Kingdom. The Group has a global annual turnover of £346.7m.

Martin-Baker is committed to ensuring that its business and supply chains are free of slavery and human trafficking. Martin-Baker's anti-slavery policy included in our code of ethics (http://martin-baker.com/code-of-ethics/) reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We continue to enjoy the support of a long-standing, predominantly UK and US supply base that we believe exhibits low risk of slavery and human trafficking. We pride ourselves on transparency within our supply chains and believe that such transparency not only encourages ethical behaviour, but also fosters resilience and sustainability.

Previous assessment of the suppliers we use to support manufacturing activities indicated that the vulnerability of the supply chains to slavery and human trafficking is low. We have made specific enquiries to those suppliers regularly involved in procuring base raw materials and commodities, which may have a higher potential exposure to such practices. These enquiries cover the majority of our supplier base. We expect all suppliers to meet the ethical standards outlined in our code of ethics and this is further reinforced contractually in our standard terms & conditions.

Despite our conclusion that the risk of slavery or human trafficking existing in our business or supply chains is low, we continue to assess that risk on an ongoing basis. To that end, we rolled out awareness training for Martin-Baker's procurement employees and contractors to give them a detailed knowledge of Martin-Baker's responsibility under the MSA. This awareness training is mandatory and employees and contractors are required to complete a refresher training which assesses their skills and competencies on an annual basis.

We now believe that we have successfully raised awareness of the MSA amongst Martin-Baker relevant members of staff and will continue to do so to ensure that the relevant staff is able to identify where risk of slavery and human trafficking may exist in the future, and to mitigate that risk.

Martin-Baker implemented an integrated procurement software which assists with an ongoing compliance with, amongst others, the MSA. Furthermore, we introduced an online due diligence supplier questionnaire which helps the company reduce any potential risk associated with the MSA non-compliance.

In accordance with our commitment to ethical business practice and obligations, we have conducted a compliance audit concerning the MSA. The audit was conducted to ensure that all aspects of our

indirect supply chains adhere to the principles and regulations aimed at eradicating modern slavery and human trafficking.

We follow up with our suppliers on an annual basis and reemphasise the importance of complying with the relevant laws and regulations, including the MSA.

Approved by the Board of Directors of Martin-Baker Aircraft Company Limited – September 2024.

Signed by J.W.Martin

JAMES W. MARTIN
Joint Managing Director