Safran Helicopter Engines UK Limited Slavery and Human Trafficking Statement for Financial Year Ending 2024

Statement from Chief Executive

As a business we are committed to doing all we can to combat slavery and human trafficking. We have updated our company policies and procedures and put systems in place which reflect our zero-tolerance approach. We have contacted every product supplier we do business with to certify that they mirror our values and complement our stance on this issue. We have delivered training which has been designed to embed the awareness and understanding required to advance a company culture where a clear and robust stance against modern day slavery and human trafficking is maintained.

Organisation Structure

Safran Helicopter Engines UK Limited ("We") provide helicopter engine maintenance, repair and overhaul facilities and also manufacture high-specification aviation components. We are a part of Safran Helicopter Engines Group ("The Group"), and our ultimate parent company is Safran SA ("Safran"). The Group has over 4500 employees worldwide and has locations in thirteen different countries and operates in many more. At the UK site we employ over 160 people located in Fareham, Hampshire.

Safran Helicopter Engines UK Limited has an annual turnover of approximately £100 Million.

Our Business

Our business is organised into four operational areas: Civil Commercial, Military Commercial, New Manufacturing and Repair. These operational areas are supported by various departments: Finance, Human Resources and Quality.

Our Supply Chains

Safran Helicopter Engines UK supply chain comprises approximately 100 product suppliers. These companies are based in the UK and the EU. All our product suppliers are subject to an approvals process before they are permitted to supply products to us. Many hold international quality standards and accreditations and are regularly audited both by the issuing authorities and ourselves to ensure ongoing compliance to quality standards and other regulatory requirements. In addition, we have 300 non-product suppliers who are managed by Safran UK. These suppliers are subject to similar due diligence processes.

Our Policy on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have updated our policies to reflect our commitment to acting ethically and with integrity in all our business relationships and to implement and audit effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we will contact all our tier one product suppliers and ask them to respond with details of their due diligence procedures both for internal compliance and within their own supply chains.

We will put in place processes to:

- Identify and assess potential risk areas in our supply chains.
- Monitor and mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Safeguard whistle-blowers.

Supplier Adherence to our Values

We have a zero tolerance stance on slavery and human trafficking. All new suppliers and contractors will be selected with adherence with the Modern Slavery Act 2015 being part of the selection criteria.

To ensure our existing suppliers and contractors comply with our values we will put in place monitoring measures as part of our Supplier Quality Audit process. Existing suppliers and contractors' terms and conditions will be updated on renewal of contracts requiring compliance with the Act.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking, we will provide training to our Executive Committee, Supply Chain, Purchasing, Shipping and Human Resources teams. Training will be reviewed on a bi-annual basis with new recruits into those areas being trained within the first 12 months of starting with the company.

Our Effectiveness in Combatting Slavery and Human Trafficking

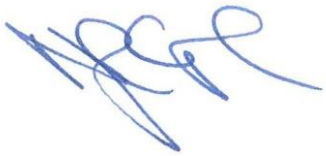
We will maintain visibility of actions and awareness through our formal risk review processes.

These risks and associated actions are monitored and updated by the Executive Committee on a bi-annual basis.

Further Steps

We will periodically review the effectiveness of the steps we have taken to ensure there is no slavery or human trafficking in our supply chains, by continuously improving any policies, procedures and systems that we have implemented.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Safran Helicopter Engines UK Limited's slavery and human trafficking statement for the financial year ending 2024.



Nick Earl
Chief Executive Officer
Safran Helicopter Engines UK Limited
May 2025