# Roxel (UK Rocket Motors) Limited
# **The Modern Day Slavery Act 2015**

## INTRODUCTION FROM THE UK MANAGING DIRECTOR

Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report any concerns and management are expected to act upon them expediently. Roxel are updating our policies and procedures to put in place systems that to reflect a zero-tolerance approach.

## ORGANISATION

Roxel (UK Rocket Motors) Limited, hereafter 'Roxel' designs, develops and manufactures a range of solid propellant rocket motors for all types of rockets and tactical and cruise missiles for air, sea and ground forces. Roxel is a registered business within the UK with it's base in Kidderminster, Worcestershire.

Roxel is part of an Anglo-French organisation, Roxel that has operations are spread across several sites in the UK and France with a turnover of circa £100m and 700 staff.

## OUR SUPPLY CHAINS

Roxel supply chain comprises approximately 100 product suppliers. These companies are based in the UK; USA and the EU. All our product suppliers are subject to an approvals process before they are permitted to supply products to Roxel. Many of these suppliers hold international recognised quality standards and accreditations and are regularly audited / assessed both by the issuing authorities and ourselves to ensure ongoing compliance to quality standards and other regulatory requirements.

Roxel have modified its supplier Request for Information (RFI); Request for Proposal (RFP) and Supplier Selection Committee (SSC) processes to include the obligation for any supplier bidding for contract awards to state that its organisation is slavery and human trafficking free (i.e. Compliant with the requirements of the Modern Slavery Act). If such commitment is not received it will prevent any supplier from moving forwards to the selection stage of the process.

Additionally, in our standard procurement process, we issue purchase orders that incorporate our General Purchasing Conditions (GPC's) These conditions include the following clause:
"The Supplier shall at all times ensure that the Goods and / or Services are provided in an ethically compliant manner and shall not use child, forced or involuntary labour or be associated with slavery or human trafficking. The Supplier hereby warrants that it has complied with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force including but not limited to the Modern Slavery Act 2015."

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Roxel are committed to ensuring that there is no modern slavery or human trafficking issues in our supply chains or in any part of our business. During the course of the financial year 2024, we will fully review and update our policies including our supplier code of conduct and ethics charter to reflect our commitment to acting ethically and with integrity in all our business relationships.

## DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we have in place systems to encourage the reporting of concerns and the protection of whistle blowers and will actively promote this to our staff and network during the remainder of 2024.

## SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values and be compliant with the requirements of the Modern Slavery Act. **Our Terms and Conditions forbid the use of forced labour, child labour and physically abusive disciplinary practices**. Roxel's supplier selection process requires suppliers to certify compliance with the prohibition of forced labour, child labour and physical disciplinary abuse as part of our Terms and Conditions that govern the purchase of goods and services from suppliers by Roxel. We reserve the right to terminate our relationship with a supplier if issues of noncompliance with our policies are discovered and / or noncompliance is not addressed in a timely manner.

## TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to relevant members of staff, including our Senior Management Team; Supply Chain and Procurement Teams and the HR Team. All Directors have been briefed on the subject and are aware of Roxel's commitment to 100% compliance in this area.

## OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

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. In addition, all Purchase Orders that are raised by Roxel quote the need to comply with the Modern Slavery Act and the Roxel processes require all Purchase Orders to be acknowledged and accepted.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes **Roxel (UK Rocket Motors) Limited** slavery and human trafficking statement for the financial year ending 31st December 2023.

Roxel
Propulsion systems