



## MODERN SLAVERY ACT STATEMENT

The statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and the California Transparency in Supply Chains Act 2010 (the “Acts”). It covers all Hexcel entities worldwide and describes measures in place at Hexcel to ensure that slavery and human trafficking are not taking place within our business and supply chain. In accordance with the Acts, this statement is published at [www.hexcel.com](http://www.hexcel.com) as well as in the UK Modern Slavery Statement Registry <https://modern-slavery-statement-registry.service.gov.uk/> on behalf of Hexcel Composites Limited and Hexcel Reinforcements UK Limited.

### About Hexcel

Hexcel Corporation and its subsidiaries (herein referred to as “Hexcel,” “we,” “us,” or “our”), is a leading advanced composites company. Hexcel develops, manufactures and markets lightweight, high-performance structural materials including carbon fibers, specialty reinforcements, prepregs and other fiber-reinforced matrix materials, honeycomb, adhesives, engineered honeycomb, microwave and RF absorbing materials, and composite structures. Our products are used in a wide variety of end applications, such as commercial and military aircraft, space launch vehicles and satellites, automotive, recreational products, wind turbine blades, and other industrial applications. We are a leading producer of carbon fiber, reinforcements and resin systems, and the world leader in honeycomb manufacturing for the commercial aerospace industry.

Hexcel is headquartered in Stamford, Connecticut (USA) and has 21 manufacturing sites in eight countries. Hexcel has manufacturing facilities and operations located in the Americas, Asia Pacific, Europe, India and Africa. We employ more than 5,300 people on four continents. The fiscal year for Hexcel and all of its subsidiaries ends on December 31.

### Our Commitment

At Hexcel, we believe that doing the right thing is fundamental to the continued success of our business. We accept the challenge to be mindful of the effect our operations and processes have within the communities in which we do business and on the people who contribute to our efforts to meet our objectives.

Hexcel believes that the company and its employees must demonstrate respect for the dignity of all individuals. In our [Code of Business Conduct](#), we pledge to comply with all applicable laws in the countries where Hexcel does business.

We will not tolerate modern slavery, forced or child labor, nor deal with businesses that do. We expect the same of our partners and suppliers in our worldwide supply chain and, we will act with speed should any audit or accusation uncover a violation of these principles.

### Hexcel Supply Chain

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. This statement 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 are not taking place anywhere in our supply chain.

Hexcel's suppliers play an important role in the success of our organization. We work with more than 5,000 suppliers who provide raw materials, goods, and services driving risk management and quality performance throughout the supply chain. Hexcel requires that each of its suppliers comply with all laws, rulings and regulations in the jurisdictions where they do business. That includes laws related to equal opportunity and non-discrimination, and laws prohibiting human trafficking and slavery. Hexcel employees are encouraged to report to management if they suspect that any supplier is engaging in unethical behavior. If Hexcel verifies that any supplier is in violation of applicable laws, Hexcel has the right to terminate the agreement with the supplier.

Our [Code of Business Conduct](#) includes explicit prohibitions against trafficking in persons, sex trafficking, forced labor and fraudulent practices in recruiting by Hexcel employees and added requirements for Hexcel staff to closely scrutinize the operations of our supply chain to ensure their compliance with this requirement.

Our [Supplier Code of Conduct](#), which is applicable to all Hexcel supplier contracts and orders, bans the use of child labor, forced labor and human trafficking by its supply chain. Hexcel employs robust supplier selection, supplier qualification, and sustainability management processes which require key suppliers to disclose details about their own policies and procedures to prevent and detect modern slavery and human trafficking. Hexcel is committed to enforcing and expanding its disclosure requirements with suppliers as part of its ongoing supplier management programs.

### **Due Diligence Processes for Slavery and Human Trafficking**

As part of our initiative to identify and mitigate risk, we have in place systems to:

- Identify and assess potential risk areas in our supply chain.
- Mitigate the risk of slavery and human trafficking occurring in our supply chain.
- Monitor and audit potential risk areas in our supply chain.
- Protect whistle blowers.

We have a dedicated global compliance team, which consists of representatives from our Law Department and from Human Resources, with assistance from Hexcel's Global Sourcing and Supplier Quality Department.

### **Training, Awareness and Reporting**

Our internal policies and procedures aim to ensure that our employees understand and comply with all laws, rulings, and regulations in their area of business.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide annual ethics and compliance training to our salaried employees. Managers are required to be trained on all laws affecting our global business and that includes laws prohibiting human trafficking and slavery.

Employees also are encouraged to seek guidance when they have questions or concerns regarding our policies and procedures through our SafeTalk Help Line or online at <http://hexcel.ethicspoint.com>. Employees may also use these channels to report any concerns or suspicions related to company or supplier actions. The SafeTalk Help Line is also available to employees of our supply chain and other third parties to raise issues or concerns to the Hexcel Law

Department regarding various compliance issues, including those involving modern slavery and human trafficking.

Nick Stanage  
Chairman, Chief Executive Officer and President  
Hexcel Corporation  
May 2023