

UK MODERN
SLAVERY STATEMENT
RESPONSE 2023



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**No. 1
IN
EUROPE**

**MBDA IS THE ONLY EUROPEAN GROUP
CAPABLE OF DESIGNING AND PRODUCING
MISSILES AND MISSILE SYSTEMS TO MEET
THE WHOLE RANGE OF CURRENT AND
FUTURE NEEDS OF THE THREE
ARMED FORCES**



AIR, LAND, SEA

**A EUROPEAN INTEGRATED DEFENCE
COMPANY**



14,000+ EMPLOYEES

**A JOINT VENTURE OF THE THREE EUROPEAN
LEADERS IN AEROSPACE AND DEFENCE:
AIRBUS (37.5%), BAE SYSTEMS (37.5%)
AND LEONARDO (25%)**



This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (the 'Act') and constitutes MBDA UK Limited's ('MBDA UK') Modern Slavery and Human Trafficking statement for the financial year ending 31 December 2022.

MBDA UK has a zero tolerance approach to Modern Slavery of any kind within its operations and supply chain. This statement references the principles applicable to MBDA UK with respect to Modern Slavery and Human Trafficking and sets out the steps that MBDA UK has taken within the statement period to ensure that Modern Slavery and Human Trafficking is not present in its business or its supply chain.

ORGANISATION STRUCTURE, OUR BUSINESS AND SUPPLY CHAINS

MBDA UK is a private limited company, being the principle UK entity of the MBDA Group, an international group of companies, the holding company of which is MBDA UK's immediate parent MBDA SAS (the 'MBDA Group'). MBDA SAS is a joint venture company owned by BAE Systems PLC (37.5%), Airbus SE (37.5%) and Leonardo SpA (25%).

MBDA Group employs around 14,000 employees the vast majority of whom are permanent employees.

MBDA UK's supply chain plays a vital role in supporting the continued production and development of cutting edge missiles and missile systems for the three armed forces. Due to the complex nature of the products and their long life span, MBDA UK has fostered long lasting supplier relationships with companies who share its ethical standards.

Ninety percent of MBDA UK's tier 1 suppliers are based in Europe and OECD countries. As such, the majority of MBDA UK's suppliers are located in regions that are generally considered to present a lower risk in terms of Modern Slavery and Human Trafficking.

MBDA Group is a member of the International Forum on Business Ethical Conduct for the Aerospace and Defence Industry in which MBDA Group collaborates with other companies to further improve ethics and compliance practices across the industry.

POLICIES ON MODERN SLAVERY

Code of Ethics

MBDA Group has an established Code of Ethics that is central to all its operations and underpins the culture across the MBDA Group. The 2020 Code of Ethics can be found here: https://www.mbda-systems.com/wp-content/uploads/2020/03/MBDA-Code-of-Ethics-2020-report_UK.pdf

The Code of Ethics requires all employees across the MBDA Group to behave as an industry benchmark for innovation, operational excellence and ethical standards. Embedded within the Code of Ethics is the 'protection of fundamental freedoms and human rights' and the policy confirms our adherence to national laws and regulations and, in particular, to the principles enshrined in the Act.

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“ Our ability to understand potential risk in our Supply Chain is fundamental to our working practices and, as such, we ensure our employees receive the appropriate training and support. ”

90% OF MBDA UK'S TIER 1 SUPPLIERS ARE BASED IN EUROPE AND OECD COUNTRIES



The Code of Ethics is reviewed regularly to ensure that any changes to legislation are appropriately embedded so that the MBDA Group continues to conduct its business activities to the highest ethical standard.

Supply Chain Business Ethics Procedure

External to our business, our suppliers deliver an important part of the value in our products and play a crucial role in customer satisfaction. Our multi-faceted, robust and risk-based approach to supply chain business ethics is therefore fundamental in ensuring that our products are built to the highest ethical standards. We have expectations of how suppliers manage their ethical conduct and central to this is the Supply Chain Business Ethics Procedure. This procedure ensures the appropriate ethical assessment and validation of our current and future suppliers is carried out.

Reporting

The MBDA Group has a specific policy – Process for the Management of Allegations – to ensure that all employees feel able to report confidentially any concerns relating to Modern Slavery. The MBDA Group has also created a specific reporting email address to report any such allegations. Any report will be treated seriously and with the utmost importance. In addition to the policy above, during the statement period, MBDA Group launched a new 'Speak Up Policy' that is aimed at encouraging employees to speak up and report any situation and/or violation that may be contrary to the MBDA Group's Code of Ethics or the applicable law, which includes any Modern Slavery issue.

Supply Chain Contracts

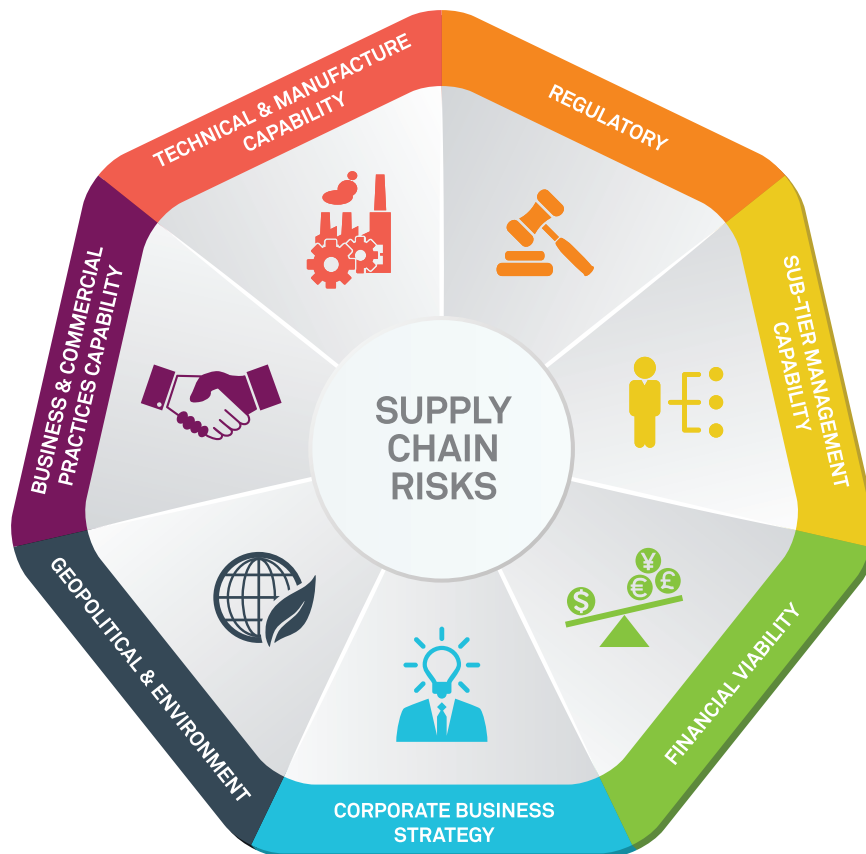
MBDA UK supplier contracts require all suppliers to be compliant with applicable UK Law, including compliance with the Act. Failure by our suppliers to act in accordance with applicable law and address any necessary corrective actions may result in MBDA UK terminating its contract with the relevant supplier.

“ We rely on our international supply chain, which spans across multiple tiers, in order to manufacture our products and meet our customer requirements. ”

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OUR SUPPLIER RISK ASSESSMENT AND DUE DILIGENCE

We have a strong and well-established commitment to responsible business conduct; our internal processes demonstrate our dedication to transparency and ensuring that good supply chain practices are in place.



We assess potential suppliers as part of our risk registration process to ensure that we are working with ethical suppliers who share the same principles and values as us. We check a potential supplier's history before we contract with them, including any adverse media concerning slavery and human trafficking.

We work with our active suppliers to ensure they have appropriate systems and risk mitigation strategies in place to assess their own business and their sub-tier suppliers.

We deliver a Supply Chain Risk Management model that is based around seven key risk areas, creating a risk profile for each supplier at the earliest possible opportunity. This approach is aimed at improving the early identification, prevention and mitigation of supply chain risk in order to ensure a sustainable and high performing supply chain throughout the full lifecycle of our products. It achieves this by enhancing the levels of screening, risk understanding, mitigation and reporting across the MBDA Group.

If we consider that a company within our supply chain is deemed to be at higher risk with respect to Modern Slavery and Human Trafficking, the supplier will be subject to further in-depth assessments and planned risk mitigation, as appropriate. All of our active suppliers are subject to continued monitoring throughout their lifecycle contract with MBDA UK.

MBDA UK did not find, through its supplier due diligence checks and processes, any International Labour Organisation indicators of forced labour within its supply chain during the statement period. This will be continually monitored during the next statement period.

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TRAINING AND AWARENESS OF MODERN SLAVERY

We remain committed to increasing our employees' awareness of Modern Slavery and we will continue to update policies and processes as appropriate, whilst identifying priority segments of our supply chain.

MBDA UK has a specific training segment on Business Ethics & Compliance. On joining MBDA UK, all employees are required to attend this mandatory session which explains the policies (set out above), the importance of the Code of Ethics and how this underpins the culture within the MBDA Group. Importantly, the training reiterates that every employee should report any concern they may have, including any concern relating to Modern Slavery. In addition to the above, MBDA UK also has a mandatory Code of Ethics Awareness training course and assessment for all employees. The course reinforces MBDA UK's values and commitments, it identifies expected ethical behaviors and identifies how to recognise situations that present a greater risk.

MBDA UK has a Procurement & Supply Chain Academy whereby the procurement community is afforded access to advanced formal and bespoke training to allow professional development. All procurement and supply chain personnel are required to carry out a mandatory e-learning module (including assessment) on Business Ethics & Compliance, including a section on Modern Slavery and Human Trafficking.

GOALS AND EFFECTIVENESS IN COMBATING MODERN SLAVERY

1. To ensure that Modern Slavery and Human Trafficking continues to have no place within the MBDA Group and its supply chains; and
2. To ensure that all employees in MBDA UK are aware of the Act and implement the Code of Ethics as part of their daily role.

MBDA UK did not report any incidents of Modern Slavery or Human Trafficking within the statement period.

MBDA UK uses the following mechanisms to measure effectiveness in tackling Modern Slavery and Human Trafficking:

- Each year, MBDA UK's Directors participate in and contribute to an in-depth review of the MBDA Group strategy in terms of past performance and the future by the generation of an Integrated Strategic Business Plan. Any risks in relation to ethical non-compliance in our supply chains will be carefully considered and action taken;
- The MBDA Group has a Committee for Business Ethics & Corporate Responsibility who are responsible for defining and updating relevant policies and procedures to ensure the highest ethical standards within the MBDA Group and its supply chains are maintained; and
- MBDA UK has its own National Compliance Officer who has a direct escalation route to the UK MD for any national compliance matters, including with respect to compliance with the Modern Slavery Act. As such, any issues detected concerning Modern Slavery are dealt with at the highest level within MBDA UK.

This statement has been approved by the Board of MBDA UK Limited at a board meeting held on 26 June 2023.



Chris Allam

Managing Director MBDA UK & Executive Group Director Engineering

MBDA helping to tackle slavery and human trafficking in our industry.