

**Modern Slavery Act 2015**  
**Thompson Aero Seating Limited**  
**Modern Slavery and Human Trafficking Statement**

**1. INTRODUCTION FROM ANDRES BUDO, CHIEF EXECUTIVE OFFICER**

We are committed to improving our practices to combat slavery, servitude, forced or compulsory labour and human trafficking. Thompson Aero Seating complies with the provisions of the UK's Modern Slavery Act 2015 and the duty it places on businesses to disclose publicly the steps they are taking to tackle forced labour and human trafficking. We are currently reviewing our practices through effective due diligence and risk assessment, raising awareness of modern slavery and collaborating to protect the most vulnerable groups of people.

**2. THOMPSON AERO SEATING'S STRUCTURE**

We design and manufacture premium aircraft seating for the global aerospace industry. We are a part of the AVIC Cabin Systems Group, and our ultimate parent is the State-owned Assets Supervision and Administration Commission of the State Council of the People's Republic of China. We have over 1,000 employees and operate primarily in the United Kingdom.

We have an annual turnover of c. £140,000,000. To find out more about the nature of our business, please visit <https://www.thompsonaero.com/>.

**3. OUR BUSINESS**

Our business is organised into a single business unit, located across five sites in Northern Ireland.

**4. OUR SUPPLY CHAINS**

Our supply chains include suppliers of a wide range of purchased components (such as aluminium and plastic), raw materials as well as a number of key sub-contractors, located primarily in the United Kingdom and Republic of Ireland but also with a significant presence in mainland Europe and the United States of America.

**5. OUR POLICIES 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 are committed 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.

**6. DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate the risk of slavery and human trafficking occurring within our business and supply chains we are developing systems to

- Identify and assess potential risk areas in our supply chains.

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

## **7. SUPPLIER ADHERENCE TO OUR VALUES**

We operate a zero tolerance approach to slavery and human trafficking in our supply chains. Throughout 2019, Thompson Aero Seating is committed to reviewing its agreements and dealings with suppliers to ensure compliance with anti-slavery measures.

Our compliance team has the involvement of the following functions:

- Audit and compliance;
- Human resources; and
- Procurement.

## **8. 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 are providing training to our staff throughout 2019.

## **9. OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

Through 2019, we are developing key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains. As part of this we are implementing updated Service Level Agreements and internal controls with our suppliers. These and other KPIs will be monitored on an ongoing basis.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year commencing 2017 and ending 2018. This statement was approved by the Board of Thompson Aero Seating on

CHIEF EXECUTIVE OFFICER: **ANDRES BUDO**

SIGNATURE:



DATE:

MAY 21, 2019