

Modern Slavery and Human Trafficking Statement

Introduction

StandardAero supports responsible business practices and is committed to taking steps to prevent modern slavery and human trafficking taking place concerning its corporate activities.

Vector Aerospace International Limited (“Vector”), a UK subsidiary of StandardAero, publishes this statement pursuant to s.54 of the Modern Slavery Act 2015 (“MSA”) and it relates to actions and activities during the financial year 1 January 2019 to 31 December 2019. Vector’s approach is aligned with and supports Standard Aero’s broader actions to promote responsible business practices.

Vector is a direct subsidiary of Vector Aerospace (UK Holdings) Limited, which operates as a holding company and is not an operational entity providing goods and services into the UK.

For the purposes of this statement Modern Slavery is defined as anyone held in slavery or servitude, the use of forced, compulsory or child labour¹, and human trafficking (as relevantly defined in the MSA).

StandardAero structure and supply chains

StandardAero is one of the aerospace industry’s largest independent privately-owned maintenance, repair and overhaul (MRO) providers. StandardAero offers extensive MRO services and custom solutions for business aviation, commercial aviation, component manufacture, military aircraft, and industrial power customers. About 6,000 professional, administrative, and technical employees work in at least 60 major facilities around the world, with additional strategically located regional service and support centers all across the globe.

Vector’s operational business unit Sectors include Commercial & General Aviation, Helicopter Programs, Military & Energy and are conducted from facilities at Gosport (Hampshire, England), Farnborough (Hampshire, England) and Almondbank (Perth, Scotland) in the UK.

Services undertaken as part of Vector’s operations include MRO for fixed wing and rotorcraft engines, engine fuels, propellers and components; airframe services including major maintenance; major alterations; European Union Aviation Safety Agency (“EASA”) and Federal Aviation Administration (US) (“FAA”) authorised avionics capabilities; comprehensive engineering services; and custom exterior and interior design, completion and paint. We provide these capabilities through our specialised facilities in the UK along with mobile service teams.

Countries of operation and supply

Vector operates in the UK and has a large number of suppliers located in a range of countries including Europe, USA, Canada, the UAE, Switzerland, Australia and New

¹ Whilst acknowledging that child labour may not itself always be a form of modern slavery, our approach seeks to address the risks associated with child labour in a manner which is aligned with relevant International Labour Organisation standards.

Zealand. Vector also maintains supply chain relationships with other companies in the StandardAero Group.

Policies and Procedures

Internal Employment Practices

Vector has a standardised recruitment process and while we do engage both temporary and permanent employees, both categories of employee have access to our protective policies, which include:

- a Whistleblowing Policy;
- a Grievance Procedure;
- access to trade unions; and
- access to compliance channels such as Vector Occurrence Reporting.

Vector also pays the living wage in the UK.

Relevant Policies

Whistleblowing Policy: Vector encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, Vector. This whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

Employee code of conduct: Vector's code of conduct makes clear to employees the actions and behaviour expected of them when representing the organisation. Vector strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

Recruitment/Agency workers policy: Vector uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Code of Ethics: In 2019 StandardAero began the process of expanding the applicability of its group Code of Ethics. We expect the Code of Ethics to be formally adopted by Vector in 2020.

Audits

Vector currently undertakes audits of its manufacturing sites in Farnborough, Almondbank and Fleetlands. Audits are also conducted on our UK Vector sites by regulators, certification bodies, the Ministry of Defence and other customers.

Supplier documentation and engagement

All Vector supplier contracts require suppliers to comply with applicable laws. Lead members of Procurement have completed Chartered Institute of Procurement & Supply training, with other members of the department currently working towards these qualifications. These qualifications raise issues concerning Modern Slavery risks.

Next Steps

In the next financial year, Vector will take steps to:

- Formally adopt the StandardAero Code of Ethics;
- Implement appropriate policies to address Modern Slavery risks;
- Implement a Supplier Code of Conduct, specifically addressing risk issues such as Modern Slavery;
- Undertake awareness raising steps and/or specific training on Modern Slavery and/or related risks;
- Map Vector's supply chain in order to identify higher risk issues, such as jurisdictions of operation, purchase and supply, and/or suppliers.