

## **Modern Slavery Act 2015**

Avic Cabin Systems (ACS) UK Limited

Modern Slavery and Human Trafficking Statement for the financial year ending 31 December 2024

### **1 INTRODUCTION FROM NIGEL MCSORLEY, CEO**

This statement sets out the activities undertaken by Avic Cabin Systems (ACS) UK Limited during the financial year ending 31 December 2024 in its business and supply chains as well as its ongoing activities. We are committed to improving our practices to combat slavery, servitude, forced or compulsory labour and human trafficking. ACS UK 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 continuing the review of 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 THE STRUCTURE OF AVIC CABIN SYSTEMS UK LIMITED**

We design, manufacture and certify premium aircraft interior products for the global aerospace industry. We are part of the AVIC Cabin Systems Group and our ultimate parent company is Aviation Industry Corporation of China. ACS UK Limited has over 400 employees and operates primarily in England, United Kingdom. To find out more about the nature of our business please visit: [www.aviccabinssystemsuk.com](http://www.aviccabinssystemsuk.com)

### **3 OUR BUSINESS**

Our business is organised in a single business unit with sites located in England, United Kingdom.

### **4 OUR SUPPLY CHAINS**

Our Supply Chains include suppliers of a wide range of purchased components (such as aluminium and composites), raw materials, with strategic suppliers located in the UK, Europe, China and the USA and a network of local subcontractors close to our facilities in England.

### **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 chain.

### **6 DUE DILIGENCE PROCESS 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 continuing to develop improved systems to identify and assess potential risk areas in our supply chains.

We also operate a whistleblowing hotline service which encourages persons to speak up and report potential, suspected or actual breach of any laws and regulations. Our hotline is a service

provided by a third-party provider, and is available 24 hours a day, 7 days a week. The service allows a report to be made anonymously.

**7 SUPPLIERS ADHERENCE TO OUR VALUES**

We operate a zero-tolerance approach to slavery and human trafficking in our supply chains. Throughout 2024 ACS UK Limited was 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 planning to provide further training to our staff in 2025.

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

Will use 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. This will include:

- A risk assessment of new suppliers and on-going monitoring of existing suppliers
- Supplier visits and audits
- Language in our supplier contracts in relation to compliance with anti slavery and human trafficking laws.

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 ending 31 December 2024.



Nigel McSorley  
CEO