



# AWE Management Limited

## Modern Slavery and Human Trafficking Statement

**This statement is made on behalf of AWE Management Limited pursuant to Section 54(1) of the Modern Slavery Act (MSA) 2015 “Transparency in Supply Chains”.**

### Policies on slavery and human trafficking

At AWE, we are committed to acting with integrity in everything we do and upholding the highest standards of corporate behaviour. Our policy, “Code of Conduct and Business Ethics”, contains a declaration that we will take the appropriate steps to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains. The policy also sets out our commitment to respecting the human rights of our colleagues and our supply chain. During 2017 we have reviewed our Code of Conduct to ensure it meets the high standards we expect at AWE and a revised version will be issued shortly.

AWE’s designated Ethics Officer continued to offer an invaluable reporting service to staff throughout 2017. As part of this service, employees with concerns about our business practices were able to speak in confidence and be reassured that matters were fully investigated and resolved.

### Recruitment processes

In 2017, AWE continued its stringent pre-employment checks on all new employees. AWE worked closely with the AWE Communications Team to monitor employee engagement as a measureable indicator of the ethics of our own operation and working environment. AWE’s HR department worked closely with the Supply Chain Management team to ensure that AWE does not engage in modern slavery or human trafficking in either its own operations or those of its subcontractors. In 2017, this was supported by the appointment of a Contingent Workforce Manager to oversee the engagement and management of all temporary workers at AWE.

### Our supply chain

The terms and conditions for AWE contracts require our suppliers and sub-contractors to be compliant with modern slavery legislation. These terms are updated in line with relevant legislation when appropriate and are periodically reviewed to assess the effectiveness of relevant policies and procedures.

As a result of our work in this area during 2017, we now engage directly with Approved Suppliers, requiring them certify the measures they take in their own businesses and supply chains to prevent slavery and trafficking. To further add to our commitment to this area, we are commencing work on a Supplier Code of Conduct to support responsible and ethical business/sustainable procurement activities.

### Progressing our approach for the future

AWE continues to implement and enhance its programme of supply chain and employee engagement in order to ensure AWE does not engage in modern slavery or human trafficking in its operations or those of its subcontractors.

This statement constitutes AWE’s slavery and human trafficking statement for the financial year ending 31 December 2017.

This Statement was approved by the board of directors of AWE Management Limited and signed on behalf of AWE Management Limited.

Iain Coucher  
Chief Executive Officer, AWE