

Modern Slavery Statement

This is Hawker Siddeley Switchgear Limited's second statement published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Hawker Siddeley Switchgear Limited during year ending 31 December 2017 to prevent modern day slavery and human trafficking in its businesses and supply chains.

Introduction

Hawker Siddeley Switchgear Limited has a zero tolerance approach to any form of modern slavery. We are committed to acting in an ethical manner, with integrity and transparency in all business dealings.

We are committed to creating effective systems and controls to safeguard against any form of modern slavery taking place within our business or supply chain.

Our organisational structure and operations

Hawker Siddeley Switchgear Limited is a member of the Brush Group is the world's largest independent manufacturer of electricity generating equipment for the power generation, industrial, oil & gas and offshore sectors. The Brush Group designs and manufactures an extensive range of generators, power management and excitation systems and provide comprehensive and integrated aftermarket support tailored to meet customer needs. Hawker Siddeley Switchgear manufactures a range of switchgear products.

We are owned by Melrose Industries plc, which has its head office in Birmingham, United Kingdom.

Nature of our supply chains

Our key supply chains involve sourcing machined, electronic and bespoke highly engineered components, specific to customer requirements.

Policies relating to slavery and human trafficking

Our anti-slavery policy reflects our commitment to enforce effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices infiltrating our business operations or supply chains, and to act ethically and with integrity in all our business activities and relationships.

Our policies have been developed in conjunction with Melrose and through consultation with Unite the Union.

Staff training

We continue to provide training to staff to ensure that they understand the risks of modern slavery and human trafficking infiltrating our business or supply chain.

In addition to regular team briefs, training on modern slavery was rolled out across the business during 2017/18 The training has educated employees on the issues surrounding modern slavery and what to do if they suspect that it is taking place either internally or within our supply chain.

In addition, our whistleblowing policy allows employees the opportunity to register any modern slavery issues they are concerned about.

Monitoring of our processes

We will continue to monitor and evaluate the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain by:

- Monitoring our current and any new suppliers;
- The use of grievance mechanisms; and
- The roll out of policies and training to our employees.

Future Development

During the second half of 2018 the Brush Group will implement enhanced customer and supplier onboarding which supports the further development of its policies to prevent Modern Day Slavery.

Approval for this Statement

A handwritten signature in black ink, appearing to read 'J Crawford', written over a light blue horizontal line.

Jonathon Crawford (Director)

26 June 2018