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# Modern Slavery

## Modern Slavery and Human Trafficking statement

Financial Year Ending 31<sup>st</sup> December 2025

Marshall of Cambridge Aerospace Limited (“Marshall Aerospace”) continues to uphold its commitment to the prevention of Modern Slavery and Human Trafficking. We are pleased to provide our statement for 2025, which underscores our sustained focus on compliant and responsible practices, in all industries and locations in which we operate.

### Our commitment

Modern slavery is a crime and a violation of fundamental human rights. Marshall Aerospace is committed to ensuring that it trades conscientiously, sources responsibly and works to prevent modern slavery and human trafficking throughout the organisation and in its supply chains. We take a zero-tolerance approach to any practices that involve slavery, human trafficking or inhumane treatment of workers and will take appropriate action in relation to all alleged practices that contravene this approach.

### Our organisation

Marshall Aerospace is an independent company operating under its ultimate parent company, Marshall of Cambridge (Holdings) Limited (“Group”).

With operations in the UK, Europe, the United States of America and the UAE, the company is united behind its shared purpose and cultural expectations. Further information about our organisation and key activities can be found on our website at <https://marshallgroup.com/en>.

### Our business

The company is organised into a number of business lines in multiple sectors. This statement is applicable to all business lines and operations delivering in the name of Marshall Aerospace, disclosing the steps they have taken to ensure that their business and supply chains are free from modern slavery:

Marshall Aerospace provides agile platform support and engineering solutions to the global air defence, marine defence and civil aerospace sectors with a proven track record in delivering world-class engineering solutions which meet the needs of its global customer base. The business operates through its Maintenance Repair & Overhaul Solutions and Services (MROSS), Aero Engineering Services (AES) and Advanced Manufacturing Solutions (AMS) business lines.

***Maintenance, Repair and Overhaul Solutions and Services (MROSS)*** provides comprehensive aircraft MRO services to 18 fleet operators globally. It provides full operational support including depth maintenance, supply chain management, engineering support and local operation of stores facility on behalf of the customer. Key capabilities also include manufacturing, training, flight test and aircraft and component paint.

***Aero Engineering Services (AES)*** delivers applied engineering services to a range of national maintenance organisations, aircraft prime contractors and aerospace companies; including design, certification and complex ground & flight test campaigns across civil & military platforms. The services are primarily focussed on military fixed wing and transport aircraft covering all aspects of the aerospace lifecycle, from early design of concepts, aircraft modifications and repairs, flightworthiness assessments, through to in-service technical support. AES also provides engineering support into the MROSS and AMS business lines within Marshall Aerospace.

***Advanced Manufacturing Solutions (AMS)*** delivers complex products through manufacturing, assembly, testing & support and, via partnership with the AES business unit, can deliver the complete product lifecycle from specification and design through to qualification and integration. Operating in state-of-the-art production facilities, AMS provides flexibility to scale to meet project needs, whether producing small volumes of thousands of units over multiple-year production runs.

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## Our policies

The policies outlined herein apply to our business.

Our commitment to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our businesses is also underpinned by the following Group policies:

- **Modern Slavery Policy** which reflects our commitment to acting ethically and implementing effective controls in relation to slavery and human trafficking risk.
- **Code of Business Ethics** which outlines the standards that we must all attain and sets out in how all of us should approach key relationships and conduct our business.
- **Whistleblowing Policy** which reflects our commitment to fostering and maintaining a healthy 'speak up' culture.
- **Grievance Policies** which enable employees to raise any concerns they have about their employment and set out how such grievances will be addressed by the business.

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## Our Supply Chains

During the reporting period, Marshall Aerospace consolidated its Procurement and Supply Chain teams, introducing unified and consistent processes, supplier sourcing and management approaches. The [Marshall Supplier Code of Conduct](#) is an example of this alignment, setting out the following:

*" We oppose modern slavery and human trafficking in all its forms and seek to identify and eradicate its occurrence within our own operations and within our supply chain wherever possible through a due diligence process.*

*We expect our suppliers and partners to work likewise towards operations and supply chains that are free from slavery and human trafficking ... "*

To encourage all organisations and individuals within our supply chains to comply with our expectations, our supply chain practices require, as appropriate, that:

- Contractual terms are included within supplier contracts, which provide commitments in relation to modern slavery, including the code of conduct as set out above.
- Suppliers confirm that no part of their business operations contradict our Modern Slavery Policy. Specifically that:
  - They have taken steps to prevent modern slavery within their businesses.
  - They hold their own suppliers to account over modern slavery.
  - They comply will all laws applicable to their jurisdictions.

The composition of the Marshall Aerospace supply chain continues to be predominantly comprised of suppliers within the UK, Europe and North America.

## Due diligence processes and risk monitoring

The due diligence practices utilised across Marshall Aerospace reflect our policies and are proportionate to the relative risks in our various areas of operation.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains, including supplier visits and audits where deemed necessary and appropriate.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Protect whistleblowers. In particular, Marshall provides access to an independent provider (Navex Global), providing a confidential 24/7 service.
- Ensure any recruitment agencies engaged undertake appropriate checks and provide regular reporting.

Whilst we do not consider any areas of our business or supply chains to give rise to high risk in relation to modern slavery, we continue to keep this assessment under review.

The Procurement & Supply Chain teams are committed to enhanced assessment, due diligence and validation of suppliers in jurisdictions where a heightened risk profile is identified.

## Training and awareness

Our commitment to acting ethically and with integrity is communicated to all Marshall Aerospace employees via our Code of Business Ethics and Modern Slavery policy. The Modern Slavery training program remains fully integrated into our training schedule.

Our zero-tolerance approach to modern slavery is communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

## Our effectiveness in combating slavery and human trafficking

We have found no evidence or indications that either slavery or human trafficking occurs within our operations or in our supply chains. This conclusion is supported by supplier assessments throughout the reporting period, and by the absence of any reports received under our Whistleblowing Policy

As referenced above, we maintain a training programme for selected employees which further promotes the reporting of any actual or suspected occurrence. Participants are required to complete a knowledge check to ensure their understanding remains at an appropriate level.

We continue to keep the way in which we monitor our effectiveness in this area under review.

## Further steps

We intend to take the following further steps to combat slavery and human trafficking:

- As part of recently applied bid management processes, enhanced scrutiny will be applied to supply chain risk throughout all phases of the bid lifecycle for new, as well as existing suppliers.
- As part of our Supplier audit programme, specific focus and adherence to the Marshall Supplier Code of Conduct has now been incorporated.
- Our due diligence process for customers has been refreshed, is already in use and will be formally published in Q2 of 2026.

## Approval

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and following relevant board approval, constitutes the slavery and human trafficking statement for Marshall of Cambridge Aerospace Limited, for the financial year ending 31 December 2025.

This statement was approved by the board of Marshall of Cambridge Aerospace Limited on the 2<sup>nd</sup> of June 2026.



Bob Baxter

Chief Executive Officer

Date: June 2nd 2026