 SURREY SATELLITE TECHNOLOGY LTD	SSTL Modern Slavery & Human Trafficking Statement	Doc No: HR034	
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Surrey Satellite Technology (SSTL) Modern Slavery and Human Trafficking Statement

Introduction from the Group Managing Director

SSTL is committed to improving our practices to combat slavery and human trafficking. We have a zero-tolerance approach to modern slavery and we strive to act ethically and with integrity in all of our business dealings and relationships to ensure that modern slavery is not taking place anywhere in our own business or in any of our supply chains. This is our second statement and relates to actions and activities between 1 January 2017 and 31 December 2017.

Organisation's structure

We have been delivering small satellite missions for over 30 years, longer than anyone else in the world, giving us the experience to justify our reputation as the world's premier provider of operational and commercial small satellite programmes.


In 2009, Airbus bought the majority shareholding from the University of Surrey, and SSTL is now an independent company within the Airbus Defence and Space group. We are governed by a Board of Directors overseeing our Directors who manage our 500 staff across two sites.

Our policies on anti-slavery and human trafficking

SSTL operates certain policies that support our commitment to identify modern slavery risks and take the necessary preventative steps to ensure there is no slavery or human trafficking in our operations as follows:

- Whistleblowing Policy – we encourage all our employees, workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the company. This includes any circumstances that may give rise to the risk of slavery or human trafficking. Our Whistleblowing policy is designed to make it easy for all parties to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can contact any member of the Executive team, SSTL's Compliance Officer or the Managing Director. Or he or she may make use of the "OpenLine" system put in place by our shareholder, Airbus, either by telephone on 0800 27 00 00 07 or through the OpenLine website: www.airbusopenline.com
- Recruitment/Agency Workers – SSTL only uses agencies employed on our preferred supplier list (PSL) to source workers and always verifies the practices of any new agency it is using before accepting workers from that agency.

SSTL requires its suppliers to comply with our policy, or have their own policy on anti-slavery and human trafficking, which includes specific prohibitions against the use of forced, compulsory or trafficked labour or anyone held in slavery or servitude (whether adults or children), and we expect that our suppliers will hold their own suppliers to the same high

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standards. Any failure by a supplier to meet the standards set out in this statement will be a breach of contract and may result in the termination of our relationship with them. We recognise the importance of maintaining constant vigilance to identify and address any issues associated with slavery and human trafficking in SSTL and throughout our supply chains. We are committed to continuing to enhance our capacity to identify, prevent and mitigate any actual or potential risks in these areas and in 2017 we have taken steps to prepare for implementation of revised supplier terms to specifically incorporate clauses relating to modern slavery and human trafficking by:

- We have updated our major subcontract terms and conditions to be compliant with our policy or their own policy on Modern Slavery and Human Trafficking
- We are issuing a new supplier evaluation process that confirms that the supplier has their own policy on anti-slavery and human trafficking, or are compliant with our policy - to be completed in June 2018

Training

This year we briefed key employee groups across the company who are involved in aspects of the supply chain through the course of their roles. These specific groups are Procurement, Facilities, Subcontracts, Commercial and HR.

Future actions

Moving forward into 2018 we will look to establish a Strategic Modern Slavery Working Group to strengthen governance and move from our current phase of building transparency and process. We will also continue to raise awareness across the whole company to ensure all employees are clear about their responsibilities when dealing with suppliers or potential new suppliers.

This statement has been approved by the Board of Directors and is signed by Sarah Parker, the Company's Managing Director. This statement will be reviewed and updated annually.

Signed



Sarah Parker
 Managing Director