

Modern Slavery Act 2015

Thompson Aero Seating Limited

Modern Slavery and Human Trafficking Statement for the financial year ending 31 December 2021

1. INTRODUCTION FROM NEIL TAGGART, VP & GENERAL MANAGER

This statement sets out the activities undertaken by Thompson Aero Seating Limited during the financial year ending 31 December 2021 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. Thompson Aero Seating Limited 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 THOMPSON AERO SEATING LIMITED

We design, manufacture and certify premium aircraft seating 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. Thompson Aero Seating Limited has over 500 employees and operates primarily in Northern Ireland, United Kingdom.

We have a 2021 annual turnover of c. £54,893,000. To find out more about the nature of our business please visit: www.thompsonaero.com

3. OUR BUSINESS

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

4. OUR SUPPLY CHAINS

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

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
- Mitigate the risk of slavery and human trafficking in our supply chains
- Monitor potential risk areas in our supply chains
- Protect whistle blowers

7. SUPPLIERS ADHERENCE TO OUR VALUES

We operate a zero-tolerance approach to slavery and human trafficking in our supply chains. Throughout 2021 Thompson Aero Seating 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 training to our staff 2021 / 2022.

9. OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We are further developing key performance indicators (KPIs) in 2022 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. As part of this we are implementing updated Service Level Agreements and updated Internal Controls with our suppliers. These and other KPIs will continue to be monitored on an ongoing basis.

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 commencing 1 January 2021 and ending 31 December 2021. This statement was approved by the Board of Thompson Aero Seating Limited.

NEIL TAGGART
VP & GENERAL MANAGER

SIGNATURE:



DATE:

JANUARY 2022