

**ZODIAC AEROSPACE MODERN SLAVERY AND HUMAN TRAFFICKING**  
**STATEMENT 2017**

Slavery, servitude, forced and compulsory labour and human trafficking (Modern Slavery) represent grave human right abuses.

Zodiac Aerospace Group is committed to implementing policies and procedures that aim to prevent all forms of slavery in its business and supply chain, and to meet the best practice according to the UK Modern Slavery Act 2015.

The Modern Slavery Act 2015 places an obligation on UK businesses with a turnover of over £36 million to produce a modern slavery statement.

For the purposes of this statement “Zodiac Aerospace” refers to Zodiac Seats UK Limited and dba Zodiac Inflight Innovations, each of which has separately recognized and adopted this statement.

**STRUCTURE AND BUSINESS**

Zodiac Aerospace is a world leader in aerospace equipment and systems for commercial, regional and business aircraft and for helicopters and spacecraft. It develops and manufactures state-of-the-art solutions to improve comfort and wellbeing on board aircraft, and high-technology systems to increase aircraft performance and flight safety. Zodiac Aerospace has 35,000 employees worldwide and generated revenue of €5.2bn in 2015/2016.

As a subsidiary of the Zodiac Aerospace Group, Zodiac Seats UK Limited designs and manufactures Business and First class Seats for commercial aviation in Camberley and Cwmbran while Zodiac Inflight Innovations sells its In-Flight Entertainment solutions to its major clients based in the UK.

**POLICIES ON SLAVERY AND HUMAN TRAFFICKING WITH THE STAKEHOLDERS**

**SUPPLY CHAIN**

Zodiac Aerospace is committed to ensuring that there is no modern slavery or human trafficking in its supply chain or in any part of its business.

Zodiac Aerospace has deployed a Group procurement policy and associated standards within all its subsidiaries. The Group’s procurement policy states that suppliers are expected to comply with the international standards of the International Labour Organization, OECD and United Nations in the area of human rights and especially the effective abolition of child labor, forced labor and corrupt practices. This statement is part of the “Requirements Applicable to Zodiac Aerospace Suppliers” document, which is referenced on all purchase orders and in procurement contracts since 2014.

The Zodiac Aerospace’s procurement policy and procedures are maintained by a Group procurement committee (the Zodiac Procurement Council), which is tasked with ensuring its implementation to all Group entities. A Group procedure has been established for reporting

information to the Zodiac Procurement Council on issues such as a supplier's non-compliance with Group standards.

#### *GROUP ETHICS AND VALUES*

Zodiac Aerospace pursues a responsible growth strategy in accordance with the United Nation's Global Compact, which the Group signed in 2014, and the values that have shaped Zodiac Aerospace culture and which, throughout the world, unite the Group teams around common ethical principals of integrity, honesty, equity and protection.

Under the Zodiac Aerospace Code of Ethics, Zodiac Aerospace is committed to building and fostering a culture in which diversity is valued and to providing a workplace that is safe and respectful. This means that Zodiac Aerospace employees must treat other employees, customers, suppliers and other people with trust, dignity, respect, fairness and equity.

Furthermore, the 35,000 employees represent the primary strength of the Zodiac Aerospace Group. That is why Zodiac Aerospace gives absolute priority to their safety, health and well-being and develops standards and procedures in a continuous improvement process.

#### **FURTHER STEPS TO PREVENT MODERN SLAVERY**

As part of Zodiac Aerospace commitment to continuous improvement, the Group will keep developing and improving procedures, requirements and risk assessment that address issues of Modern Slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Zodiac Aerospace's slavery and human trafficking statement for the financial year ending 2017.

#### **APPROVAL OF STATEMENT AND SIGNATURE AUTHORISING PUBLICATION**

Signed by Neil McManus CEO of Zodiac Seats UK Limited for and on behalf of the board of Directors, who have approved this statement for publication on the Zodiac Aerospace website.



Date 19/9/17