



Modern Slavery Act Statement

Babcock is an international company and we are committed to conducting our dealings, whether with customers, suppliers, employees or the communities in which they are based, with the utmost integrity. This means that all our businesses, wherever they are located in the world and wherever they have dealings in the world, are required to respect people and to value their diversity. Our aim is to create an inclusive organisation where everyone's skills and contributions are welcomed and valued. This approach is enshrined in our Babcock Code of Conduct, as well as our attitude to health and safety.

Our business is principally involved in the delivery of highly technical and complex engineering services to pre-dominantly governmental or blue chip customers, about 90% of whom are located in the UK, Europe, North America or Australasia. As such we believe that our exposure to the risks of modern slavery is low within our own business. However, this assessment will be kept under review and if circumstances change we will have no hesitation in instituting additional actions.

Although we believe that our exposure to the risks of modern slavery is low, we are not complacent. We understand that, if we are to be successful in delivering our strategy for growth, then we must make sure that we interact with our employees, customers and others properly. That is why we have been rolling out a programme called "being Babcock" which establishes a set of 8 principles that outline the behaviours that we expect from all our people within our business. These are:

- Build relationships based on trust
- Never compromise health and safety
- Respect people and value their diversity
- Trust our people to deliver
- Thrive on complexity
- Challenge ourselves and each other
- Safeguard customers' reputations
- Always strive to deliver.

Not only do we have high expectations for our employees, but our Code of Conduct is extended to our suppliers, who are expected to subscribe to and adopt similar standards as set out in our Code. We are currently in the process of deploying a Group wide supplier pre-qualification programme which will facilitate our ability to verify that our suppliers do indeed do so. Once this programme is fully functional, we will be in a position to confirm that our suppliers have all committed to us that they comply with all applicable regulations on working hours, pay and benefits.