

## **UK MODERN SLAVERY AND HUMAN TRAFFICKING POLICY**

### **1. INTRODUCTION**

- 1.1 Orbital is committed to exclude slavery and human trafficking within its commercial activities under the UK Modern Slavery Act 2015, and to ensure that its supply chain is also free from such practices.
- 1.2 The term “slavery” describes forced or compulsory labour and includes child labour.
- 1.3 The term “human trafficking” under the act includes commercial sexual exploitation, forced marriage, or the extraction of organs or tissues. However within this policy document, human trafficking relates primarily to the trafficking of humans for labour purposes.
- 1.4 This policy statement relates to actions and activities during our financial year and is reviewed on an annual basis.

### **2. POLICY**



- 2.1 Orbital does not condone the concept of Slavery, Human Trafficking or abuse of human rights and will not tolerate its practice within the organisation. Orbital requires our supply chain to embrace the same philosophy and communicates this requirement to our suppliers.
- 2.2 Any supplier who is found to (or suspected of) engaging in any form of slavery or human trafficking shall be reported to the appropriate authorities. Orbital shall terminate the business relationship with any supplier found directly guilty of such practice. Orbital shall assist suppliers where possible to help eradicate any slavery practices uncovered within their own supply chain.

### **3. RELATED POLICIES**

- 3.1 The following corporate and company documents relate to the Modern Slavery and Human Trafficking Policy:
  - Whistle Blower Policy
  - Code of Ethics & Business Conduct Policy
  - Corporate Social Responsibility
  - Conflict Minerals Statement

**4. DUE DILIGENCE**

- 4.1 Orbital undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. Supplier checks are undertaken on any form of slavery (including forced or compulsory or child labour) at the same time as all other forms of business verification (such as financial and industry body certification).
- 4.2 As part of the overall assessment of risks within our business activities, the risk of Modern Slavery and Human Trafficking within our supply chain will be evaluated.
- 4.3 Within our own organisation, background verification is undertaken on all employees and contracted staff to confirm their right to employment. Orbital will freely provide help and support to any employee or contracted staff member who has concerns relating to this subject.

Amended	D. Harrison (HR Manager)	Sign: 	Date: 17/03/2021
Approved	J. Smith (Shared Services Director)	Sign: 	Date: 17/03/2021