

Modern Slavery Transparency Statement 2023

This statement relates to Babcock International Group PLC, covering all business regions, operating companies and business units throughout the world, including wholly owned and partly owned subsidiaries. The statement relates to the financial year ending 31 March 2023.

At Babcock we are committed to conducting our dealings, whether with customers, suppliers, employees or the communities in which we are based, with the utmost integrity and as such we are steadfast in our support for the elimination of modern slavery in all its forms. All our businesses, wherever they are located and wherever they have dealings in the world, are required to respect people and to value their diversity.

valued. This is very much at the core of our Purpose and Principles, an approach that is enshrined in our Babcock Code of Conduct.

Modern slavery falls within the governance pillar of our ESG programme

1. Structure, business, and supply chain

Babcock is an international defence company operating in our focus countries of the UK, Australasia, Canada, France, and South Africa, with exports to additional markets with potential to become focus areas for affordability, availability, and capability.

We provide front line and equipment support, training, product design, manufacture and integration, and technology and systems to defence, security, and civil markets. We operate through four sectors: Marine, Nuclear, Land and Aviation, delivering to pre-dominantly governmental or blue-chip customers.

External expenditure via third-party suppliers, including Original Equipment Manufacturers (OEMs), accounts for a significant part of our turnover and our approach and ability to manage these relationships affects our ability to deliver performance and margin. Our procurement and supply chain function develops and delivers supply chain solutions, which enable us to return value to our customers, shareholders, and communities. We buy a wide range of goods and services from around 12,000 suppliers. These range from OEMs to Small and Mid-size Enterprises (SMEs). Of these suppliers, approximately 1,100 are key in our ability to deliver continuous improvement and innovative quality outputs.

2. Slavery and human trafficking policies

As an international business, we recognise our responsibility for upholding and protecting the human rights of our employees and other individuals with whom we deal throughout our supply chain and in our

We believe that we have embedded a culture of respect for human rights throughout our business which is demonstrated by our commitment to ethical conduct in everything we do. Additionally, our **Babcock Code of Conduct** which summarises our commitment and compliance with this policy is mandatory for all employees, business advisers and business partners. We expect the same commitment from our suppliers and for them to flow down that commitment through the Supply Chain.

The **Babcock Supplier Code of Conduct**,

it mandates full compliance with all laws and regulations. It also addresses the proper handling of intellectual property and other sensitive data, health, safety, and environmental concerns as well as Human Rights including Modern Slavery.

This Group-

We have a clear Purpose and Principles and