

Modern Slavery Act Statement

Introduction

Senior plc (“Senior” or “the Company”) is committed to preventing slavery and human trafficking in its corporate activities and in its supply chain.

This statement sets out the Company's actions to assess potential modern slavery risks related to its business and the adoption of processes to minimise any risk of slavery or human trafficking in the Company's business and supply chain. This statement relates to actions and activities during the financial year to 31 December 2022.

Structure of the Senior plc Group and its supply chain

Senior is an international, market-leading, engineering solutions provider with 26 operations in 12 countries (UK, USA, Canada, Mexico, South Africa, France, Germany, Czech Republic, India, Thailand, Malaysia and China). Senior designs and manufactures high-technology components and systems for the principal original equipment producers in the worldwide aerospace & defence, land vehicle and power & energy markets.

Each Group operation is responsible for managing its own supply chain, although there are circumstances where operations collaborate to jointly purchase materials. A significant proportion of Senior's supply chain is involved in the purchase of various metals or metal products (such as castings, casings, tubes or sheet metal) from US-based and European suppliers, with a sizeable element of these materials being nominated or directed by our customers.

Relevant policies

We are committed to conducting our dealings, whether with customers, suppliers, employees or the communities in which they are based, with the utmost integrity. To achieve this aim, Senior operates the following policies that include its approach to the identification of modern slavery risks and the steps to be taken to prevent slavery and human trafficking in its operations:

- Code of Conduct

Senior has a Code of Conduct. All employees have received training on the Code of Conduct in 2022. Wherever in the world our operations are located or have dealings, our employees are required to respect people and value diversity. Our key suppliers are expected to conduct their business in line with the Code.

- Responsible Sourcing Policy

Senior has a Responsible Sourcing Policy which was last updated in June 2020 and our key suppliers are expected to adhere to the Principles of this policy at all times. Senior has developed 10 key environmental, ethical and social responsibility Principles. These Principles are anchored in internationally recognised standards, including the UN Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights and are as follows:

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| 1. Business Ethics | 6. Freedom of Association |
| 2. Wages and Benefits | 7. Health and Safety |
| 3. Working Hours | 8. Fair procedures and remedies |
| 4. Non-Discrimination | 9. Harsh and inhumane management practices |
| 5. Child labour | 10. Environmental Management |

The Group's operations have communicated these principles to all key suppliers. Senior aims to be a good partner, it and will work with its key suppliers to support any necessary improvements, encourage continual improvement, and recognise good performance. Failure to comply with Senior's Principles would result in a review of the supply contract.

- Whistle Blowing Policy

Senior's long-standing Whistle Blowing policy encourages and enables all its employees, customers and other business partners to report any ethical concerns they may have concerning the direct activities of, or the supply chains of, the Group. This includes any circumstances that may give rise to the risk of slavery or human trafficking. The whistle blowing procedure which includes an independent third-party reporting portal, is designed to allow workers and other stakeholders to raise any concerns they may have, without fear of retaliation.

- Awareness-raising programme

In 2021, as part of the Group's on-going Code of Conduct training, human rights awareness training was delivered to all employees to help them identify and prevent slavery and human trafficking and highlight what employees can do to flag potential modern slavery or human trafficking issues. Awareness-raising will continue to feature as part of the on-going Code of Conduct training.

Board approval

This statement is made in accordance with section 54 (1) of the Modern Slavery Act 2015 and is applicable to all Senior plc group companies including Senior plc, Senior UK Limited and Lymington Precision Engineers Co. Limited. The statement has been approved by the Company's Board of Directors on 22 February 2023, who will review and update it annually.

Signed on behalf of the Board by

David Squires
Group Chief Executive Officer, Senior plc

Date: 22 February 2023