

MODERN SLAVERY STATEMENT

INTRODUCTION

We, Thompson Aero Seating, are proud of the steps we take to combat slavery and human trafficking and are committed to improving our practices going forward. We have a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing effective systems, controls and practices to ensure modern slavery is not taking place in our supply chains.

OUR BUSINESS

We are a global leader in the design, manufacture and certification of premium aircraft seating for the aerospace industry.

OUR STRUCTURE

We are part of the AVIC Cabin Systems Group. Thompson Aero Seating Limited has approximately 950 employees and operates primarily in Northern Ireland, United Kingdom. To find out more about the nature of our business please visit: www.thompsonaero.com

OUR SUPPLY CHAINS

Our supply chain includes the manufacture, sourcing, procurement and delivery of raw materials and components (such as aluminium and plastic) and finished products.

We buy from approximately 200 suppliers who are primarily located in the UK, Europe, China and the USA. We also have a network of local subcontractors close to our facilities in Northern Ireland in the UK.

OUR POLICIES

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have in place certain policies that aim to encourage and develop these standards of behaviour.

Our core Values which include: Ethics and Integrity, Operational Excellence, Customer Focus, Resilience, Working Together and Innovation set the standard for how we operate our business and how our employees conduct themselves with the highest levels of integrity, honesty, ethical conduct and compliance with the law.

DUE DILIGENCE

We continue to work to improve our internal systems to identify and assess potential risk areas in our supply chains. This includes inputs from key functions within the business including HR, Legal, Procurement, Commercial and Finance.

We also operate a whistleblowing hotline service which encourages persons to speak up and report potential, suspected or actual breach of any laws and regulations. Our hotline is a service provided by a third-party provider, and is available 24 hours a day, 7 days a week. The service allows a report to be made anonymously.

KEY PERFORMANCE INDICATORS

We will monitor the following key performance indicators to assess how effective we have been in ensuring slavery and human trafficking is not taking place in any part of our business or supply chain including the following:

- Continuing to strengthen our risk assessment and due diligence processes for the onboarding of suppliers and customers;
- Arranging audits and inspections of our suppliers where appropriate; and
- Continuing to include language with respect to compliance with anti-slavery and human trafficking laws and policies in all new supplier contracts.

FUTURE STEPS

We will aim to deliver training on modern slavery to all relevant employees in 2026. This will include, but will not be limited to, the Modern Slavery Act 2015 and shall cover:

- Provisions of the Modern Slavery Act 2015;
- How to identify the signs of slavery and human trafficking;
- What initial steps should be taken if slavery or human trafficking is suspected;
- How to escalate potential slavery or human trafficking issues to the relevant parties within the organisation; and
- What external help is available, for example through the Modern Slavery Helpline.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2025.



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Keith Anderson

Chief Executive Officer