



BMT

Modern Slavery Statement

May 2018

Introduction

BMT is committed to:

1. the highest possible standards of transparency;
2. promoting and implementing systems to ensure that we understand the risks surrounding slavery and human trafficking; and
3. ensuring that slavery and human trafficking have no place in our supply chain or in any part of our business.

Our people have a responsibility to be alert to the associated risks and are expected to report any concerns through transparent company reporting procedures. Senior management are expected to act upon those concerns.

Organisation Structure & Supply Chain

BMT delivers independent complex engineering and design capabilities for UK and international defence customers. Our business has a turnover of more than £50m and we have over 300 skilled employees, complemented by a small number of subcontracted consultants and associates; we have UK offices in Bath, Weymouth and Barrow-in-Furness.

BMT sources goods and services from suppliers primarily within the UK. Whilst we operate principally with UK customers, we frequently undertake international assignments where we engage with customers in low risk countries such as Australia, Canada, USA, Norway and New Zealand. The Company actively seeks synergies with its partners, customers and suppliers in terms of philosophy, ethics and good practice, and we actively engage with those who share our values.

Policies & Controls

As part of our initiative to identify and mitigate risk:

- BMT's operating procedures are underpinned by a robust quality management framework which is certified to ISO 9001. Within this framework the company has implemented clear procedures relating to the selection and ongoing audit of its associates and suppliers.
- To ensure management of the supply chain and the client base in a responsible and ethical manner, and in order to prevent involvement in bribery, corruption, facilitation payments or unacceptable human rights practices, we undertake rigorous, risk-based selection processes of third parties, including due diligence screening via an external platform.
- In October 2016 we published our Code of Ethics, which all partners, customers and suppliers are required to accept, or demonstrate that they have in place their own equivalent standard. Our Code of Ethics, which is periodically updated, makes specific reference to BMT's stance on the Modern Slavery Act 2015.

- On an annual basis, our employees are required to attest to BMT's Code of Ethics and undergo further training in line with their business roles.
- We have systems in place to encourage the reporting of concerns and the protection of whistle blowers.
- BMT is opposed to the use of any form of Child Labour or practices that inhibit the development of children. We comply with all forms of international child labour laws and do not contractually employ anyone under the mandatory school-leaving age.
- To further encourage awareness and active engagement by all of our employees, partners, customers and suppliers, BMT has published this statement in a prominent place on its internal intranet site and external website, and our Code of Ethics can be found alongside.

Conclusion

Our stance on modern slavery reflects our ethos as set out within our Code of Ethics. We expect our employees and suppliers to take a proactive approach to both, and encourage our people to speak up about any unethical behaviour.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the current financial year.

This statement has been approved by the organisation's executive directors, who will review and update it annually.