



Modern Slavery Statement

(Updated April 2020)

In compliance with the Modern Slavery Act 2015 (the “Act”), BMT (comprising BMT Group Limited and its subsidiaries) fully supports the aims of the Act and associated standards. BMT is fully committed to tackling slavery and human trafficking wherever we can. This statement is made in respect of BMT as a whole for the financial year ending 30 September 2019 and is an update to the statement published in October 2019. This statement fulfils the legal obligations of BMT Group Limited and BMT Defence & Security UK Limited, under section 54 of the Act, to make an annual statement indicating the steps they have taken in the preceding financial year to ensure slavery and human trafficking is not occurring in their businesses or supply chains. Actions taken on a group-wide basis have been adopted within these companies.

BMT is an international design, engineering and risk management consultancy, working principally in the maritime sector. It was established in 1985 by bringing together research and technology organisations that traced their roots back to the beginning of the 20th century. Our customers are served by around 1,400 professionals located in an international network; our head office is based in London, UK.

BMT Group Ltd is a company limited by guarantee with its assets held in trust by the EBT trustees. The remit of the EBT is to ensure the long term sustainability of the group with the employees as beneficiaries. The EBT trustees are chaired by Wendy Barnes and include other non-executive directors from the board of BMT Group Ltd and a wholly independent external trustee.

We hold ourselves and our supply chain accountable and we fully comply with the provisions of the Act. We recognise that slavery and human trafficking is a complex supply chain issue and our Commercial Team are proactively working in partnership with our customers, suppliers and partners to identify and implement preventative checks and measures, to assure ourselves that our activities are fully accountable and compliant.



Employee awareness

To ensure that our employees are informed about the issue of slavery and human trafficking, we have produced a number of tools and publications to support awareness-raising. We have created two booklets on the subject as guidance, both of which have been disseminated to all staff. These have also been made available on our company-wide intranet.

We have improved our communications regarding ethical matters, updating our intranet appropriately, and we have an ethics e-learning course that employees undertake; completion of this course is mandatory. We have also created a "Working Ethically" competency to our suite of leadership competencies which is reflected in all our leadership training and is included as part of our global behavioural competency framework.

Our conduct and behavioural expectations are articulated in the Ethics area of our intranet and all employees are required to sign up to BMT's Ethics and Compliance Policy. To ensure that the leaders in our business understand the issues of slavery and human trafficking, we include the topic for discussion in our Leadership Development activities so that our senior leadership team are made more aware of the issues.

Assessing the risk

We carry out a regular review of the risk of modern slavery as part of our ethical business programme, assessing the risks in terms of the geographies and markets in which we operate, and in terms of our, employees, customers, suppliers and working methods.

Third-party screening

To ensure that we engage with partners, customers and subcontractors who share our commitments, we have a third-party due diligence screening platform available for all our operating units to use. This service alerts us to adverse publicity, prosecutions, etc. and will highlight any record of unacceptable employment practices. The service selected has been benchmarked against industry standards and its performance is monitored. Use of this tool enables us to make informed decisions regarding our third-party relationships. We now have in excess of 1,500 third parties being screened, and any companies being flagged as a red risk are investigated further before business relationships are established or extended.



Raising concerns

BMT stakeholders may raise a concern relating to possible improper, unethical or illegal practices online, by phone or by downloading the “Speaking Up” app through our provider ExpoLink. BMT is committed to dealing with such notifications in an open and responsible manner and those that raise genuine concerns in good faith will not be at risk of disciplinary action and will be protected from adverse consequences.

Our commitment

BMT is committed to maintaining and improving systems and processes to help ensure that there are no human rights violations related to our own operations or our supply chains. To that end, we will continue to update policies and procedures as required to ensure we maintain appropriate safeguards against any mistreatment of persons involved in our supply chain or our own businesses.

Approved by the Board of BMT Group Limited on 10 May 2020.

For and on behalf of BMT Group Limited and its subsidiaries.

A handwritten signature in blue ink, consisting of a stylized 'D' and 'M' followed by a long horizontal line that ends in a small hook. Below the signature is a dotted line.

David McSweeney

Chief Financial Officer (CFO)
Director, BMT Group Limited
10 May 2020