

# Modern Slavery Statement

## Modern Slavery Statement FY22

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes IrvinGQ Limited slavery and human trafficking statement for the financial year ending 30 September 2021

IrvinGQ is a market-leading business based in the UK. Our key products are Naval Decoy Systems, Parachutes, Aerial Delivery Equipment and Services. IrvinGQ is a directly-reporting wholly owned subsidiary of Transdigm Group Inc, a \$4 billion turnover US public company, which operates in the Aerospace and Defence market.

### 1. Our structure, business and supply chains

IrvinGQ employs approximately 250 people across our sites in Wales and England. We conduct military parachute packing operations from our site in Hertfordshire, and we conduct design, development and manufacturing operations from our sites in Wales.

By value, 60% of our purchasing occurs in the UK, 20% in the US and 20% within the EU.

There are some 220 repeat suppliers in our supply chain, including large volume textile fabric manufacturers, metal fabricators and suppliers of unique aerospace components.

### 2. Our policies in relation to modern slavery and human trafficking

IrvinGQ is committed to ethical conduct in all aspects of our business and has a zero tolerance approach to slavery and human trafficking. **Our Code of Business Conduct and Ethics can be found here:**

<https://transdigmgroupinc.gcs-web.com/static-files/f02a89f0-ff80-4a5e-bc86-6c3ad0b74fdd>

We have in place systems to encourage the reporting of concerns and the protection of whistleblowers.

IrvinGQ's commitment to ethical and moral behaviour extends to all business dealings and transactions in which we are involved, regardless of location or sector. We remain committed to strengthening our practices in this area, both within our own business and across our supply chains.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

IrvinGQ is committed to the prevention of modern slavery and human trafficking in all its forms and will not tolerate or condone the abuse of human rights within any part of our business or supply chains.

**During the course of FY21 we:**

- Confirmed the status of our direct employees
- Reviewed our internal policies to counter modern slavery and human trafficking
- Undertook due diligence reporting with our Supply Chain

**3. Due diligence, specific risks and supplier adherence to our values**

We continue to ensure our full supply chain base, adheres to IrvinGQ strict policies in relation to the Modern Slavery Act 2015. This due diligence is completed through an annual Supplier Questionnaire, with appropriate action taken if any specific risks are highlighted.

**4. Measuring Effectiveness**

During FY21 we identified no instances of modern slavery, and no indicators that the risk of modern slavery in our supply chain was anything other than low.

**5. Senior Leadership Team sign off of this statement**

The Senior Leadership Team of IrvinGQ recognises the importance of the provisions of the Modern Slavery Act 2015 and the Directors aim to ensure that slavery and human trafficking, have no part in the company's operations and supply chain.

The Company has always been vigilant about employee welfare and aims to be transparent in its practices. We welcome the opportunity to state our firm commitment to a zero-tolerance approach to modern slavery and human trafficking.

Jon Powell

President