



# Modern Slavery Statement

## FY2021

This statement covers the activities of TAE Aerospace Pty Ltd ACN 103 070 015 to understand and implement actions to minimise the risk of modern slavery and human trafficking in our operations and supply chain.

1/09/2021

# 1 Introduction

This is the second Modern Slavery Statement for TAE Aerospace Pty Ltd ACN 103 070 015 (TAE) for the purposes of the Modern Slavery Act 2008 (Cth).

TAE is an Australian aerospace maintenance and engineering services company that operates globally. TAE has a Modern Slavery Policy that has been prepared to ensure that TAE Aerospace and all subsidiary companies comply with the applicable employment and workplace laws and regulations, including labour and child labour laws in locations where TAE operates, and with relevant Australian and International standards, including the UN Guiding Principles on Business and Human Rights.

This Policy outlines TAE's commitment to the highest standards of legal, ethical and moral behaviour and the prevention of fraud and corruption consistent with the Modern Slavery Act 2018 (Cth) (Federal Act). Slavery, servitude and/or compulsory labour, human trafficking and any related exploitation (together, "modern slavery") will not be tolerated by TAE.

TAE respects ethical labour practices and values and actively promotes diversity. Consistent with these principles, TAE takes a zero-tolerance approach to any form of modern slavery in its operations or supply chains. It is the intention of TAE to promote consistent organisational behaviour by instituting and reviewing procedures and assigning responsibility for the development of appropriate controls. This Policy forms an integral part of TAE's risk management strategies and contributes to a culture of awareness and application, at all levels in TAE, of measures required to combat modern slavery.

## 2 TAE's structure, operations and supply chain

TAE is an aerospace maintenance and engineering services company that operates globally. TAE is the holding company of TAE's operating companies and itself is owned by Tasman Aviation Holdings Pty Ltd.

TAE provides a diverse range of specialised engineering services, including:

- Gas Turbine Engine Maintenance, Repair and Overhaul (MRO),
- Aerospace Design and Repair Engineering,
- Engine Test Cell Design and Upgrade,
- Supply Chain Management,
- Engine and Fuel Component MRO,
- Aviation Wheels & Brakes MRO,

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- Aerospace Engineering, Processing and Manufacturing,
  - Electro-mechanical Component MRO,
  - Fire Protection and Detection system MRO,
  - Aircraft rescue equipment MRO,
  - Parts Sales and Distribution,
  - Data Acquisition Systems,
  - Asset Management (Reliability and Health Management), and
  - Support and Test Equipment Design and Maintenance.

Operations are located in four Australian states: Queensland, New South Wales, South Australia and Victoria by two separate companies: TAE Gas Turbines Pty Ltd in Ipswich, Brisbane and Williamtown (NSW) and TAE Aviation Pty Ltd in Adelaide (SA) and Melbourne, (VIC); and five United States states: Arizona, Alaska, Idaho, Missouri and Texas by TAE Aerospace, Inc that also owns Copper State Turbine Engine Company. TAE Aerospace is the trading name for all of the TAE companies. The TAE companies will operate in an integrated fashion as TAE Aerospace.

TAE has a global supply chain consisting of hundreds of contracted suppliers, with supplier relationships in areas including ICT Services & Equipment, Logistics, Consulting, Aerospace Equipment Manufacturing, Aerospace Engineering and Repair Services, Marketing & Promotional Goods, Office Supplies and Corporate Clothing.

In order to prepare this joint statement, we engaged with each of the reporting entities covered by this statement and consulted the entities we own or control.

TAE selects suppliers that share our values in respect to ethics, social responsibility and sustainability.

### 3 Risks of Modern Slavery Associated with TAE

TAE's is committed to the highest standards of legal, ethical and moral behaviour and the prevention of fraud and corruption consistent with the Modern Slavery Act 2018 (Cth). Slavery, servitude and/or compulsory labour, human trafficking and any related exploitation (together, "modern slavery") will not be tolerated by TAE.

TAE respects ethical labour practices and values and actively promotes diversity. Consistent with these principles, TAE is committed to the highest standards of behaviour and actions to prevent any form of modern slavery in its operations or supply chains. It is the intention of TAE to promote consistent organisational behaviour by instituting and reviewing procedures and assigning responsibility for the development of appropriate controls. TAE's Modern Slavery Policy forms an integral part of TAE's risk management strategies and contributes to a culture of awareness and application, at all levels in TAE, of measures required to combat modern slavery.

Predominantly an Aerospace Engine Maintenance, Repair and Overhaul (MRO) business, TAE faces a low risk of modern slavery. TAE's procurement of products for internal consumption is the most likely source of modern slavery risks.

The primary areas of TAE's business that risk contact with modern slavery are the supply chains of; corporate and industrial clothing and office supplies.

By reviewing its practices, making this public statement and engaging on these risks with our suppliers, TAE supports the efforts of the government, responsible corporate entities and the wider community in seeking to eradicate modern slavery.

## 4 Actions taken by TAE to address Modern Slavery risks

TAE's is taking a proactive approach to minimise the risk of modern slavery encroaching into our supply chain. The TAE Board lead this commitment and the TAE Executive/Senior Leadership Team is responsible for monitoring the implementation of modern slavery control measures in human resource management, operations and supply chains. We recognise that our review and assessment of our actions to identify and address our modern slavery risks in our operations and across our supply chain will be an ongoing and evolving process that we are committed to continue to build upon. To this end, we set ourselves annual goals to reach so we can look back and assess the effectiveness of our approach and inform our path forward.

Over the Australian FY21 reporting period, TAE's mitigation actions have included:

- Annual review of the Modern Slavery Statements of TAE's partners and major suppliers to ensure continued compliance. This has demonstrated a high level of understanding and actions against modern slavery on the part of TAE's core supply chain. TAE's partners and major suppliers; Honeywell, General Electric, Raytheon Technologies, Boeing, FedEx, Westfarmers, Woodward and Goodrich Messier all have Modern Slavery Statements detailing their commitments and actions to eradicate modern slavery.
- Undertook the annual review of the anti-slavery provisions in TAE's standard terms and conditions for all purchasing of goods and services.
- Continued educating all staff in TAE's Modern Slavery Policy through the TAE induction and refresher program for all existing and future employees.

- Annual review of the risk assessment of its Australian operations, the operations of its foreign entities and core suppliers and partners. This assessment took into consideration risk factors such as the sector, industry, types of products and services, geographic locations and low risk of any involvement with modern slavery. TAE annually re-assess the risk and will put in place additional measures as required.

Over the next reporting period TAE will undertake the following actions to continue to follow its Modern Slavery Policy:

- Annual review of organisational risk assessment;
- Reviewing and updating as required governance control measures;
- Maintaining supplier and partner engagement on the issue;
- Educating new and existing staff;
- Complying with the annual reporting process.

## 5 Risk Mitigation Assessment

Modern slavery risks are included as a standalone entry on TAE's organisational risk register. This step ensures periodic review of this type of risk as part of TAE's systematic global risk management process. The results of the scheduled risk register reviews are reported through the TAE Risk Committee to the TAE Board.

This statement was approved by TAE Aerospace Pty Ltd Board of Directors on 27/9/2021.

A handwritten signature in black ink, appearing to read 'Andrew Sanderson'.

**Andrew Sanderson**  
Managing Director