

Modern Slavery and Human Trafficking Statement



Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 March 2025.

CAE (UK) plc ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational structure

CAE (UK) plc is a subsidiary of the CAE Inc. group, the parent company being CAE Inc. and has business operations in the United Kingdom as well as:

- Kuwait
- Norway
- Sweden
- Finland

We operate in the Defence and Security sector. The nature of our supply chains is that the Company works with a number of suppliers in the United Kingdom who provide goods and services relating to flight simulation products, IT and facility services.

For more information about the Company, please visit the website: cae.com

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

Recruitment and selection policy	Global Privacy Policy
Corporate policies and Procedures (CP&P)	Ethical principles for the responsible use of data analytics
Diversity and Inclusion in the Workplace	Supplier code of conduct
Equal Opportunities	Staff code of business conduct
Dignity at Work	Safeguarding policy
Anti-Corruption Policy	

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- External supplier audits
- Checking suppliers with external third parties for any slavery or human trafficking risks.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

Risk and compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through

- Evaluating the slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We do not consider that we operate in a high-risk environment because the majority of our supply chain is based in Canada and the UK and is involved in highly regulated and regularly audited services pertaining to flight simulation.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will require that supplier to remedy the non-compliance.

Effectiveness

Every supplier that CAE uses is required to complete a "New supplier Questionnaire" which includes a declaration by the potential supplier that they are compliant in such areas as ISO/ Health and Safety and Corporate Social Responsibility

The Company has a supplier code of conduct that is referenced as part of the Terms and Conditions when a supplier agrees to work with CAE. This Code of conduct covers areas such as:

Anti-Bribery and Corruption	Human Rights
Fraud and Embezzlement	Environment
Information Protection	Ethics and Compliance

The statement was approved by the board of directors.



Karen Bremner, UK Country Lead
CAE (UK) plc
19 March 2024