

ARA Modern Slavery Statement  
9/10/19

### Organisation

This statement applies to Aircraft Research Association Limited (referred to in this statement as 'ARA').

### Organisational structure

ARA operates from a single site in Bedford, UK. ARA is majority owned by BAE Systems Limited but operates independently. The company's directors have delegated day to day management to an on-site management team, led by a Chief Executive Officer.

ARA is an independent research and development organisation providing a range of specialist services to the worldwide aerospace industry;

- Aerodynamic design and consultancy
- Computational Fluid Dynamics
- High precision wind tunnel model design and manufacture
- Transonic wind tunnel testing

These capabilities provide our customers with a complete aerodynamic service from initial aerodynamic design and analysis through model design and manufacture to wind tunnel testing. ARA has worked on many prestigious projects for the World's major civil aircraft and defence system manufacturers. Also ARA's aerodynamic expertise and advanced testing techniques provide specialist input to motor vehicle and wind turbine development.

ARA's new test techniques and design capabilities are aimed at the requirements for the development of the next generation of aircraft

The labour supplied to ARA in pursuance of its operation is almost exclusively carried out in the UK.

### Definitions

ARA considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

### Commitment

ARA acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. ARA understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

ARA does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to ARA in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. ARA strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation and in many cases exceeds those minimums in relation to its employees.

#### Supply chains

In order to fulfil its activities, the main supply chains of ARA include those related to the supply of raw materials and the provision of services from various suppliers in both the United Kingdom and the rest of Europe.

#### Potential exposure

ARA considers its exposure to the risk of slavery and human trafficking to be low given the nature of its operation and supply chain.

ARA carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains.

ARA has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

#### Slavery Compliance Officer

ARA is too small to have a dedicated Slavery Compliance Officer, therefore all concerns regarding modern slavery should be addressed to the Chief Executive Officer, and who will then undertake relevant action with regard to ARA's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.



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Date: 9/10/19