Blanc Aero Industries UK Ltd - Modern Slavery Statement 2018

BLANC AERO INDUSTRIES UK LTD

Introduction

This statement applies to Blanc Aero Industries UK Ltd (referred to in this statement as BAIUK). The information included in the statement refers to the financial year 1st January, 2018 to 31st December 2018.

Organisational Structure

BAIUK is part of Lisi Aerospace which is part of the French owned Lisi Group. Lisi Aerospace is today a worldwide manufacturing specialist for fasteners and structural components used for the airframe as complemented by heat-treatment, machining, coating and assembly.

BAIUK operates from one site in the UK located in Rugby, Warwickshire and specialises in making fasteners only for the aerospace industry. This involves taking raw material and carrying out processes including forging, turning and plating. As a safety critical component inspection and quality processes are significant.

The Company is headed by the General Manager who reports directly into a senior manager in France. The Management Team in the UK is made up of ten managers covering each functional area of the business from manufacturing through to finance and human resources.

Demand is driven by the aerospace industry and work is only carried out in the UK on the Rugby site. BAIUK employs approximately 325 people, all of whom are employed on permanent contracts. There are no seasonal variations to production.

Areas of Risk

BAIUK acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015 and in general considers its exposure to slavery/human trafficking to be relatively limited.

BAIUK 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.

The Lisi Group has a Code of Ethics which every employee must adhere to.

Policies in Relation to Slavery and Human Trafficking

BAIUK has a number of policies which promote best practice in relation to business operations and standards;

- Supplier Charter
- Recruitment Policy
- Equal Opportunities Policy
- Corporate Social Responsibility Policy
- Code of Ethics

In accordance with section 54(4) of the Modern Slavery Act 2015, BAIUK has taken the following steps to ensure that modern slavery is not taking place:

- ensuring appropriate Right to Work documentation is seen and held on record for all employees
- use reputable recruitment agencies to engage employees
- primarily employ staff on a permanent contract basis
- manages and reviews supplier contracts in line with the Lisi Group Supplier Charter

Supply Chains

BAIUK considers its risk as relatively low, many of the supply chains in place are negotiated on a Group-wide basis with audits and compliance a key part of the process. We believe this helps limit our exposure along with our compliance with the Lisi Group Supplier Charter (this can be found on the Group website).

http://www.lisi-aerospace.com/Documents/English%20Supplier%20Charter.pdf

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

Conclusion

BAIUK as part of the Lisi Group sets and adheres to very high standards in relation to business ethics and practices. In the UK we seek to ensure modern slavery is not taking place in BAIUK or its supply chains. Our ethical approach to employment, supplier management, health and safety etc. are considered appropriate, however ongoing reviews of our processes will be undertaken to ensure compliance is maintained.

Signed:

Print name: William Hill

Job Title: General Manager

Date: 26-4-2019