

This statement is made by RWG (Repair & Overhauls) Limited pursuant to Section 54 of the Modern Slavery Act 2015 as demonstration of our commitment to introducing and improving our practices to ensure that there is no slavery or human trafficking taking place within the organisation or its supply chain.

Organisation Structure

RWG is a joint venture, headquartered in Aberdeen, Scotland, between John Wood Group PLC ("Wood Group") and Siemens AG ("Siemens") which provides repair and overhaul services for the Power Generation, Oil & Gas and Marine Propulsion Industries throughout the world. RWG is the leading global provider of approved maintenance, repair and overhaul services for Siemens industrial aero-derivative gas generators and power turbines. We are also authorised to provide maintenance, repair and overhaul services for Rolls-Royce marine gas turbines used for marine propulsion.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring there is no modern slavery or human trafficking (including forced or involuntary labour) in our supply chains or in any part of our business. Our Business Ethics Policy reflects our commitment to acting ethically and with integrity in all our business relationships and RWG supports fully the principles of the Universal Declaration of Human Rights, which sets out a common standard of achievement for all people and all nations. We have a number of procedures in place which contribute to ensuring modern slavery does not occur in our business:-

- Robust recruitment processes in line with UK employment laws, including "right to work" document checks; contracts of employment and checks to ensure everyone employed is 16 and above.
- Market-related pay and reward, which is reviewed annually and negotiated with recognised trade unions.
- Benefits packages providing health and welfare options to support our people and their families.

Our business is centred on predominantly technical specialist products that are sourced through the Original Equipment Manufacturer or their approved suppliers, all of whom are well established within the market and are renowned internationally for their expertise and social standing within the gas turbine repair and overhaul industry.

Due Diligence

We will raise awareness of RWG requirements and promote compliance. To do this we will develop and issue a Code of Conduct for all RWG suppliers and third party intermediaries which will include a section detailing requirements with respect to basic human rights of employees and the requirement for compliance with the Modern Slavery Act 2015.

Training

To ensure an appropriate understanding of the risks of modern slavery and human trafficking, we will undertake awareness familiarisation training for all human resources, procurement and supply chain staff. This training will outline what modern slavery and human trafficking is, how to identify it and what individuals should do if they suspect there are any cases occurring.

Continuous Improvement

RWG is continuously working to assess the risk of modern slavery and human trafficking being present within our business and supply chains. Measures to further mitigate against any such risk include carrying out a review of our procedures and our practices for conducting supplier due diligence.

Board Approval

This statement has been approved by the Board of Directors of RWG, with respect to the financial year ending 31st December 2016.

Signed *Nicholas Gilman*

Name *N. GILMAN*

Director

Date *5. Oct. '17*