

This statement is made by RWG (Repair & Overhauls) Limited pursuant to Section 54 of the Modern Slavery Act 2015 setting out the steps the company has taken and continue take to ensure that there is no slavery or human trafficking taking place within our business or supply chain.

Organisation Structure

RWG is a joint venture, headquartered in Aberdeen, Scotland, between Wood PLC (Wood) 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.

Commitment

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.

We are committed to upholding the Universal Declaration of Human Rights, which sets out a common standard of achievement for all people and all nations.

We care that our actions should not deprive others of their lawful rights to freedom and liberty and we have measures in place ensure that this is the case through our company policies and procedures.

Risk Review

1. Employees

As RWG have full control over the employment and working conditions of our people the risk of modern slavery and human trafficking is regarded as low. We have in place robust employment policies, procedures and rules to ensure fair and ethical treatment of employees including but not restricted to:

- 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.
- Equality and anti-discrimination policies
- Safety and security
- Fair and just culture

The Wood employee Code of Conduct will be rolled out to all RWG employees including on-line training during the 4th quarter of 2018. The Code of Conduct reflects our culture and values and sets out our expectations to guide our employees in the conduct of day-to-day business with the highest standards of ethics.

2. Supply Chain

As 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, and as such the risk is regarded as low.

In support of our business we make significant purchases of non-specialist consumable items which are largely sourced through reputable locally based companies. The nature and original source of these products may represent a slightly higher risk of modern slavery and human trafficking and is therefore the area within our supply chain where we are working most closely with our suppliers to ensure they are aligned with our values and behaviours.

We have developed a supplier code of conduct referencing human rights, safety and environmental protection and compliance with legal requirements. We will ensure all our suppliers confirm compliance and agreement with our code of conduct and ensure that sub-suppliers within their own supply chain also adhere to them.

Training

To ensure an appropriate understanding of the risks of modern slavery and human trafficking, we will continue to undertake awareness familiarisation training for all human resources, procurement and supply chain staff. This training outlines 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 continual 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 2017.

Signed



Name

NICHOLAS GORMAN

Director

Date

03 October 2018