



# Modern Slavery and Human Trafficking Statement

**RWG (Repair & Overhauls) Limited**  
Published May 2024

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

## Commitment

We are committed to ensuring that modern slavery or human trafficking (including forced or involuntary labour) does not exist in our organisation or in our supply chains.

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 to ensure that this is the case through our company policies and procedures.

## About our Organisation

RWG is a joint venture, headquartered in Aberdeen, Scotland, between JWG Investments Limited (a wholly owned subsidiary of John Wood Group PLC) and Siemens Energy Global & Co KG (wholly owned subsidiary of Siemens Aktiengesellschaft) 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 Code of Conduct, Policies and Procedures

The Wood employee Code of Conduct is rolled out to all RWG employees who are also given annual refreshers through on-line training. 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.

RWG strives to protect and enhance the human dignity of our personnel and everyone who has dealings with the Company. By following the Code of Conduct we maintain, strengthen and protect our reputation for both adhering to our values and all legislative requirements.

In support of the Code of Conduct we have in place a suite of policies, procedures and codes including:

- Supplier Code of Conduct
- Human Rights Policy
- Equal Opportunities Policy
- Bullying and Harassment Policy
- Employment Policies and Procedures
- Diversity and Inclusion
- Business Ethics Reporting and Anti-Retaliation



## Assessing the Risk of Modern Slavery

### 1. RWG Employees

RWG exercises the greatest control over employment and working conditions and the risk of modern slavery or human trafficking is regarded as very low due to our robust employment policies, procedures and rules which ensure fair and ethical treatment of all employees.

### 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.

Our Supplier Code of Conduct clearly defines our minimum required standards on human rights, safety and environmental protection and compliance with legal requirements. Adherence to our Supplier Code of Conduct is required of all suppliers, vendors, subcontracts and any other providers of goods or services who do or seek to do business with RWG. We also require that our suppliers ensure that sub-suppliers within their own supply chains also adhere to its requirements.

## 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 audit and due diligence on new suppliers.

## Board Approval

This statement has been approved by the Board of Directors of RWG, with respect to the financial year ending 31st December 2023.



Signed .....  
Name Grant Angus  
Director  
Date May, 2024



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