

QINETIQ

QinetiQ Group plc

Modern Slavery and Human Trafficking Statement

September 2017

This statement is issued on behalf of QinetiQ Group plc pursuant to section 54 of the Modern Slavery Act 2015 (the Act). It constitutes our modern slavery and human trafficking statement for the financial year ending 31 March 2017, setting out the steps QinetiQ Group plc has taken to prevent slavery and human trafficking in our business and supply chain. We are committed to responsible business conduct and fully support the principles of the Act.

Our structure

QinetiQ Group is the parent company of a number of wholly-owned subsidiaries. The Group's head office is in the UK, with offices and facilities located in Australia, USA, Belgium, Canada, Sweden and the United Arab Emirates. A list of our office locations is available on our [website](#). QinetiQ Limited (based in the UK) generated approximately 80% of the Group's turnover.

Our business

QinetiQ is a company of scientists and engineers; their expertise, alongside our specialist facilities, enables us to deliver customer solutions. We operate two divisions:

- EMEA Services, providing advice and services, particularly test and evaluation; and
- Global Products, delivering products and solutions supported by research and development.

Our core business does not routinely involve manufacturing. Our key markets are defence, security and aerospace. Our customers are predominantly government organisations in our home markets of the UK, US and Australia.

Our supply chains

The goods and services that we procure in the delivery of our business are largely high-end technology or Commercial Off the Shelf (COTS) products, or high-end consultancy and research services. Most of our spend is within our major home

territories (UK, US and Australia). QinetiQ has low dependency on the types of suppliers that present a high risk area for modern slavery, i.e. high volume, low tech manufacturers and companies providing products and services using an unskilled workforce.

Our policies addressing slavery and human trafficking

We have a [Group Code of Conduct](#) which was recently updated to include guidance on Modern Slavery. We have clear requirements to address modern slavery and human trafficking in our procurement policy and in our resourcing policy. We have also introduced new Procurement Instructions on how to address modern slavery risk, and we are committed to rolling them out across the Group. We also include human rights issues in our international business risk management processes. These provide guidance to our employees to help prevent modern slavery and human trafficking from taking place in our business or in our supply chains. We monitor the application of our policies and procedures through our business assurance processes. We believe that this embedded approach to responding to modern slavery and human rights issues is effective.

Our due diligence, risk management and supply chain management

We undertake modern slavery risk assessment within the Group, and particularly in our supply chain. We have in place a pre-qualification process for our suppliers, and our sub-contract terms and conditions explicitly require our suppliers to be legally compliant with modern slavery legislation, including human trafficking legislation. We have undertaken a high-level risk review of all our Tier 1 suppliers, focussing primarily on country risk. For the elements of our supply chain we consider to have a potentially higher risk of modern slavery and human trafficking occurring, we undertake appropriate due diligence to understand the risk further.

We have an independently managed confidential reporting line for employees and third parties to report any concerns, including in relation to modern slavery; details are in our [Group Code of Conduct](#).

Training and capacity building

QinetiQ recognises that the knowledge, responsibility and conduct of our people play an important role in mitigating the risk of slavery and human trafficking within our organisation and supply chains. To help our employees identify and address modern slavery risk in our business we provide training workshops, using an external expert, for employees with roles in

Procurement, Human Resources and Governance.

We have also included modern slavery in our annual business ethics training, which is a mandatory requirement for all employees and the Board.

Responsibility

Strong governance underpins responsible business practice and the [Group Risk & CSR Committee](#) meets regularly and receives briefings on business ethics and modern slavery. This is supported by our Modern Slavery Working Group, which has representation from Procurement, Legal, Governance, Human Resources and Corporate Responsibility teams.

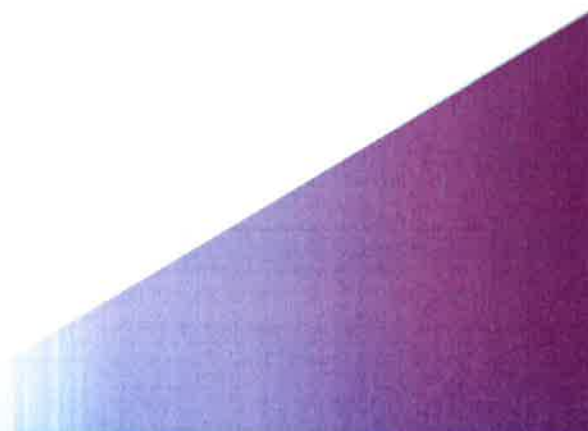
The Board of directors of QinetiQ Group plc approved this statement at its Board meeting, dated 18 July 2017.

Signed:



Chief Executive Officer, QinetiQ Group plc

Date:



QINETIQ

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