

CONSENT RESOLUTION
OF THE BOARD OF DIRECTORS OF
ENSIGN-BICKFORD AEROSPACE & DEFENSE COMPANY

December 12, 2023

Ensign-Bickford Aerospace & Defense Company (“EBAD”) – Adoption of Modern Slavery Statement UK

WHEREAS, EBAD is preparing a bid to the UK Ministry of Defence to sell EBAD products; and

WHEREAS, pursuant to the Modern Slavery Act of 2015, the UK government requires a slavery and human trafficking statement written in simple language that is easily understood that covers the relevant points of the Act; and

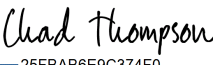
WHEREAS, this statement must be approved by the EBAD Board and signed by an officer of the company with senior level accountability.

NOW THEREFORE, BE IT RESOLVED BY THE EBAD BOARD OF DIRECTORS:


1. That the attached EBAD Modern Slavery Statement UK is hereby adopted and approved for publication.
2. That President and Chairman of the EBAD Board, Chad Thompson is hereby authorized to execute the attached document and distribute it as “EBAD’s Modern Slavery Statement UK.”

The undersigned, being all the Directors of Ensign-Bickford Aerospace & Defense Company, a Connecticut corporation, hereby unanimously consent to the adoption of the above resolution.

This consent is given pursuant to Section 33-749 of the Connecticut General Statutes as revised.

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Chad J. Thompson, *Chairman*

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Bradley L. Ellis II

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Kimberly A. Hendricks

12 December 2023

This Statement has been prepared for purposes of Section 54 of the United Kingdom Modern Slavery Act by Ensign-Bickford Aerospace & Defense Company (the “Company”). It covers the financial year ended 2023.

Business and Supply Chains

The Company is a corporation organised under the laws of Connecticut, USA and its principal office is located at Simsbury, CT, USA. This Statement relates to the Company’s aerospace and defense business. This is a highly regulated sector, with many customers being government or quasi-government entities. Most of the Company’s suppliers are located in the United States.

Our business cornerstone is to conduct business in a manner that reflects the highest human and ethical standards, with a commitment to mutually beneficial partnerships, and a belief in the efficacy of genuine economic and social service.

Policies in relation to Slavery and Human Trafficking

The Company is committed to operating with high ethical standards and integrity, as set out in our Supplier Code of Conduct. In relation to slavery and human trafficking, the Supplier Code of Conduct requires our suppliers to conduct business in a manner that supports our commitment to high standards of health and safety and to fair employment practices. The Company reserves the right to terminate any agreement or arrangement with a supplier if compliance with the Supplier Code of Conduct cannot be demonstrated.

- **High Standards of Health and Safety:** Ensuring health and safety is of upmost importance to the Company. We expect all suppliers to provide employees with a safe, clean, and healthy work environment. We expect our suppliers to implement comprehensive health and safety standards for their employees including the integration of adequate safeguards, comprehensive health and safety management practices, and job-specific safety training. Most of our suppliers are based in the United States and U.S. based suppliers must have OSHA-compliant practices in place to ensure the well-being of supplier’s employees.
- **Fair Employment Practices:** Suppliers must ensure that working conditions are conducive to upholding the human rights of workers. As such, suppliers must adhere to the following requirements:
 - o **No Child Labor/No Prison Labor.** Child labor may not be used in any stage of manufacturing. All work must be voluntary. Suppliers are prohibited from using forced, bonded, indentured, or voluntary prison labor. Slavery, trafficking or receiving services from vulnerable persons by means of threat, force, coercion, or abduction is also strictly prohibited.
 - o **Anti-Discrimination and Fair Treatment.** Suppliers should treat their employees with respect. Unlawful discrimination, harassment or abuse of any kind is not permitted.

- **Hiring and employment decisions.** These decisions, including those relating to compensation, benefits, promotion, training and development, discipline, and termination, should be made based solely on skill, ability, and the performance of workers.
- **Wages, Benefits and Work Hours.** Suppliers should supply their employees with compensation that includes wages, overtime pay, and benefits that meet or exceed the legal minimum standards. Employees are to be paid in a timely fashion. Suppliers must ensure that work schedules and overtime are consistent with all applicable laws, including maximum hour and rest period laws. If there are no legal minimum standards in a particular jurisdiction, suppliers should ensure that compensation and benefits are at least comparable to those at similar companies in the local area or to prevailing industry norms.

Low Risk of Slavery/Trafficking

The Company operates in the highly regulated aerospace and defense business, with high customer expectations for our compliance with anti-slavery and anti-trafficking initiatives and legal requirements. Therefore, we believe that our business has a low risk in respect of slavery and human trafficking. However, this does not diminish the importance to us of our suppliers complying with the standards set out above.

Training

We offer training to our procurement team regarding our supplier requirements and what they should do if they are concerned that our anti-slavery and anti-trafficking standards are not being met.

This Statement was approved by the Board of Directors of the Company on December 12, 2023 for purposes of Section 54 of the United Kingdom Modern Slavery Act, and is signed by the President of the Company.

DocuSigned by:

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Chad Thompson, President
Ensign-Bickford Aerospace & Defense Company