AWE NUCLEAR SECURITY TECHNOLOGIES

AWE PLC - MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2025/26

This statement is made on behalf of AWE PLC ("AWE"), an arm's length Non-Departmental Public Body ("NDPB") wholly owned by the Ministry of Defence. The statement relates to the period 1 January 2025 to 31 March 2026 and is made pursuant to Section 54(1) of the Modern Slavery Act (MSA) 2015 "Transparency in Supply Chains".

Policies on slavery and human trafficking

At AWE, we are committed to acting with integrity in everything we do and upholding the highest standards of corporate behaviour. Our policy, "Code of Conduct and Business Ethics" (updated in July 2025), contains a declaration that we will take the appropriate steps to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains. The policy also sets out our commitment to respecting the human rights of our colleagues and our supply chain. In addition, the revised Code of Conduct and Business Ethics includes specific reference to modern slavery and human trafficking, supported by practical guidance and scenario-based dilemmas. This Code is issued to all employees, including new starters, and is available via the company website.

AWE's designated Ethics Office continued to provide an invaluable reporting service to staff throughout 2025/26. In addition, AWE operated a dedicated confidential reporting line, available 24 hours a day, seven days a week, to enable individuals to obtain help and guidance on ethical concerns.

Recruitment processes

AWE continues to conduct stringent pre-employment checks on all new employees including career and education history along with character references, right to work in the UK and criminal record checks. We fully align to the AWE Employee Experience and monitor employee engagement via an annual survey; this survey provides us a measurable indicator of the ethics of our operation, working environment and how our employees feel about the wide range of working conditions. AWE's People department works closely with the Commercial function to ensure that AWE does not engage in modern slavery or human trafficking in either its own operations or those of its subcontractors or supply chain. This work continues to be supported by a dedicated Contingent Workforce Management Team to oversee the engagement and management of temporary contingent workers at AWE.

Our supply chain

Our Commercial function is dedicated to preventing modern slavery and human trafficking in all its supply chain activities.

Our Commercial staff wholeheartedly recognise their responsibility to ensure that the operations of our suppliers, and their respective eco-systems, are free from any form of modern slavery, and consider the ongoing vulnerability (including heightened risks relevant to particular sectors and countries).

We ensure we align to the latest government commercial policy and practice, and this commitment is embodied in our training, policy and guidance, so that our staff have the right knowledge and tools to prevent modern slavery and human trafficking. This duty flows through in our interactions with our supply chain and is underpinned by our supplier codes of conduct and in specific due diligence, for example when any new supplier is onboarded. Modern slavery is referenced in our Commercial Induction material for staff and is aligned with Government assurance standards.

Our internal guidance, policies and procedures are subject to strict regular review cycles, ensuring that our staff have the right knowledge and tools to prevent modern slavery and human trafficking. This duty flows through in our interactions with our supply chain and is underpinned by our supplier codes of conduct and in specific due diligence, for example when any new supplier is onboarded. Recent updates have incorporated changes from Procurement Policy Notes (PPNs) and changes in legislation such as the Procurement Act 2023, which has extended the mandatory exclusion grounds in relation to labour market, slavery and human trafficking offences as well as introducing new discretionary grounds for exclusion for labour misconduct.

Our processes and systems for supply market engagement mandate that suppliers, and their respective eco-systems, are reminded of relevant government policy and positions in areas such as this. We ensure they understand the risks and vulnerabilities, and can provide evidence to AWE, as required, as to the measures they have in place to address and mitigate such risks and vulnerabilities via their own assurance mechanisms, policies and practices.

This vigilance remains throughout our entire Commercial life cycle, commencing from the point at which a requirement to acquire works, goods or services becomes first known, through to early and subsequent market engagement, formal tender documentation, and on to supplier selection, contract award, and then throughout the contract lifecycle.

Contract management reviews are utilised to understand how ongoing management and prevention is undertaken. This includes regular reviews of metrics assigned to enable ongoing compliance and also recognition for where suppliers, and their respective eco-systems engage in; proactive practices (for example supporting victims of modern slavery and human trafficking); and continuous improvement in understanding and preventing risks and subsequently monitoring and reporting on compliance and performance.

We continue to advance our cultural behaviours and attitudes towards modern slavery and human trafficking, and in doing so retain the Gold award for our capability maturity from the Chartered Institute of Purchasing and Supply; a retained award is expected late 2026.

In addition, we regularly hold ourselves open to audit and account via reviews including ISO20400 and the UK Government's Commercial Continuous Improvement Assessment Framework

This Statement was approved by the board of directors of AWE plc and signed on behalf of AWE plc on 11.06.26.



Nick Elliott CB MBE
Chief Executive Officer
AWE plc