

Modern Slavery Act Statement

For the financial year 2023, ending on December 31st, 2023.

Reiser Simulation and Training GmbH (RST) is dedicated to doing its part to prevent modern slavery and human trafficking in its business operations and supply chains. In accordance with section 54(1) of the Modern Slavery Act 2015, we hereby present our actions taken in 2023 to ensure that modern slavery does not occur in any part of our business or along our supply chains. We recognize that modern slavery can take many forms, including forced labor, debt bondage, and human trafficking. Therefore, we are committed maintaining an ethical and transparent approach in all our business relationships.

Organizational Structure, Business, and Supply Chains

RST is a family-owned, medium-sized company in the mechanical engineering sector for the aerospace industry, based in southern Germany. With over 25 years of experience and a deep technical expertise, we strive to provide our customers realistic training products and systems. We are driven by our passion for offering authentic simulation and training solutions that contribute to the safety of people, the environment, and resources in aviation and beyond. Every day, more than 180 employees at RST strive to fulfill this mission.

We are grateful to have a network of business partners who help us provide our products to our customers. In addition, we rely on suppliers of other services that are essential to the effective operation of our business. We source materials and services from a wide range of suppliers, and we are committed to working exclusively with those who also demonstrate a commitment to ethical conduct and maintain policies consistent with our standards. In selecting suitable suppliers and service providers, we give preference to those located in the region, with the aim of promoting transparency.

We maintain a robust network that supports our production and service delivery. We recognize the importance of identifying and addressing the risks of modern slavery within these supply chains and are committed to promoting our core values related to human rights, labor standards, environmental protection, and anti-corruption practices within our organization and wherever we operate.

Our Code of Conduct and Policies

Our principles of the Code of Conduct and policies represent RST's commitment to acting ethically and with integrity in all business relationships and to promoting and implementing this approach throughout our supply chains. RST is committed to strictly complying with local, national, and international laws and regulations in all business activities worldwide. We consistently prioritize lawful and ethical business practices, even if this means forgoing business opportunities.

Our corporate culture is based on equal opportunity, mutual trust, and respect. We support the adherence to internationally recognized human rights and firmly reject any form of non-compliance. Our values - reliability, honesty, credibility, and integrity - guide our actions and affirm our zero-tolerance approach to modern slavery. These principles are embedded in our Code of Conduct and form the foundation of our commitment against modern slavery.

To detect and prevent any violations of our behavioral guidelines and applicable legal provisions, including instances of modern slavery, RST has established a robust whistleblowing system. This system provides the opportunity to report suspicious behavior or potential violations confidentially and, if desired, anonymously, without fear of retaliation. All reports received are carefully investigated, and appropriate measures are promptly taken if necessary. The whistleblowing system supports our goal of fostering a corporate culture based on transparency, accountability, and strict adherence to human rights.

RST expects all stakeholders to share these values and to work with us to promote a more just and humane business world. The Code and policies provide the framework within which we operate and

guide our interactions with stakeholders, suppliers, employees, and the environment. They form the foundation for the ethical standards that RST pursues in all its business activities.

The principles of the Code of Conduct and other relevant policies are regularly reviewed and, if necessary, updated to reflect current legal, regulatory, and enforcement-related changes.

Risk Assessment and Processes

To identify and mitigate the risks of modern slavery in our business and supply chains, RST conducts supplier assessments. These assessments aim to identify areas of our business and supply chains that may be vulnerable to modern slavery, ensuring compliance with our standards. We prioritize suppliers based on risk factors such as geographic location, industry, and the type of goods or services provided.

Monitoring the effectiveness of our actions

To ensure that our efforts to combat modern slavery are effective, RST measures and monitors its progress. This is done to increase transparency, ensure compliance with our standards, and confirm that no forms of modern slavery exist in any part of our company and supply chains.

We track the number of supplier assessments conducted annually and the number and nature of any violations identified against our anti-modern slavery policies. This ensures that potential vulnerabilities in our supply chains are identified early and that appropriate corrective measures are taken. We also monitor the use and effectiveness of our reporting channels, through which potential cases of modern slavery or human trafficking can be reported. We are committed to ensuring that every report is treated confidentially and that reporters are protected from any form of retaliation. By analyzing the incoming reports, we can identify potential issues early and take targeted action.

Our key performance indicators are regularly reviewed and serve as a basis for evaluating the effectiveness of our actions. Our goal is to continuously improve and adapt our strategies to minimize the risks of modern slavery in our business operations and supply chains. Through regular analysis, we ensure that our approach to preventing unlawful business activities always meets the highest standards. This contributes to fostering a culture of ethical business practices and driving positive change.

Training and Awareness

Regular training to raise awareness is an essential component of our strategy to combat modern slavery. Upon joining the company, all new employees undergo comprehensive induction training on the principles of the Code of Conduct and selected policies, which consider the latest regulatory developments. These training sessions are mandatory for all RST employees.

Future Steps and Continuous Improvement

RST is committed to continuously improving its efforts to combat modern slavery. Therefore, we regularly review and enhance our policies and processes to address emerging risks and promote best practices within our industry. Future steps include expanding our engagement across our entire supply chains to ensure that our suppliers are aware of and actively participate in the persistent fight against modern slavery.

The members of the executive board have authorized the Chief Executive Officer to sign this statement on behalf of Reiser Simulation and Training GmbH.



Dr. Johannes Hain
Chief Executive Officer