

Modern Slavery Statement for Financial Year Ending 31 December 2025

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Introduction

Under UK Law in accordance with Section 54(1) of the Modern Slavery Act 2015, Malloy Aeronautics Limited is required to publish an annual Modern Slavery Statement. This statement is applicable to the financial year ending 31 December 2025.

References in this statement to “we”, “our” or the “company” are to Malloy Aeronautics Limited.

We are committed to conducting business responsibly and to maintaining and improving systems and processes that reduce the risk of slavery and human trafficking in our business and supply chain. We recognise that modern slavery encompasses:

- Human trafficking.
- Slavery, servitude and forced or compulsory labour.

This can manifest in various ways including:

- Being owned or controlled by an employer through mental or physical abuse, or the threat of abuse.
- Being dehumanised, treated as a commodity or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.
- Being forced to work to repay a debt or loan (“bonded labour” or “debt bondage”).

This statement sets out the steps we have taken to identify and prevent slavery and human trafficking in our business and supply chain in the UK. It also sets out what we plan to do in 2026.

Overview of Organisation

Malloy is a wholly owned subsidiary of BAE Systems Plc (our “**Group**”). Malloy is a market leading SME that designs and supplies electric heavy lift unmanned air vehicles (“**UAV’s**”) for both civil and military customers. Our 140+ employees are based in the United Kingdom.

Our approach to governance of human rights and modern slavery

We are committed to respecting human rights wherever we operate. Our employees, our suppliers and business partners are all expected to adopt high standards.

We take the following steps within our organisation to identify and prevent slavery and human trafficking in our business:

- Conduct employment and right to work checks for all employees. We also work with our agencies to ensure that employment and right to work checks are carried out for our contingent labour.
- Respect the labour and workplace rights of our employees in accordance with national laws. We consider the location of our employees and the type of work undertaken as the basis for assessing and understanding the modern slavery risks in our UK operations.
- Due to the nature of the industry that we work in and the customers we support, all potential employees and contingent workers for our UK businesses are required to go through a pre-employment vetting process.
- All our employees also have a contract of employment in a language that they understand clearly indicating their rights and responsibilities with regard to wages, working hours, benefits and other working and employment conditions.
- Require our employees to adhere to our Group Code of Conduct which contains a section on human rights, including modern slavery. Our Code of Conduct is reviewed regularly at a Group level.
- Our commitment and approach to human rights is considered across relevant policies and processes. We are committed to working against corruption in all forms, including extortion and bribery.
- Provide access for our employees to local ethics officers and to a 24-hour independent Ethics Helpline which can be accessed by phone, email or an external website so that employees can ask for support or report a concern, including concerns in respect of human rights issues, such as modern slavery. We encourage employees to speak up without retribution and anonymously if preferred. If a call regarding human rights or modern slavery was received by the ethics officers or

our Ethics Helpline, the call would be escalated for review and allocated to a senior representative within our Group for investigation in accordance with the Group Modern Slavery Reporting Procedure. Our Ethics Helpline is also available to third parties.

Whilst continuing to adhere to the above actions, we will also carry out the following steps during 2026 to further address and prevent the risk of modern slavery and human trafficking occurring within our organisation:

- Make training on modern slavery and human trafficking available to relevant employees.
- Update our standard supplier terms and conditions and communicate with suppliers our expectation that they comply with a supplier code of conduct.

Our approach to governance in our supply chain and supplier due diligence

We are committed to working with suppliers who are expected to adopt high standards of business conduct consistent with our own, in accordance with applicable national laws. Our ambition in our supply chain is to be responsible across our business. We cannot achieve this alone, therefore it is important that we collaborate and partner with suppliers to make a positive business impact over the long-term.

We take the following steps within our organisation to identify and prevent slavery and human trafficking in our supply chain:

- We conduct due diligence on our suppliers which includes denied party screening information/alerts and adverse media checks.
- We have a procurement policy in place which defines the requirements to be implemented by our business for the establishment of procurement control and the management of supplier related risk.

We will carry out the following steps during 2026 to develop and improve our supplier due diligence processes and to further address and prevent the risk of modern slavery occurring within our supply chain:

- Implement a Supplier Code of Conduct which sets out what we expect from our suppliers and their supply chains. These principles will be published on our website, together with details of our Ethics Helpline which can also be accessed by our suppliers.
- Audit selected suppliers on topics including their approach to modern slavery and flag internally any concerns raised.

We are also continuing to improve how we identify risks further down the supply chain (sub tier suppliers). This work is more difficult because supply chains can be complex and, in some cases, subject to security restrictions. As a result, full mapping and disclosure of sub tier suppliers is not always possible

This statement was approved by the board of directors on [DATE] 2026.

(Signature)

Name:

Title:

Date: