

**LEIDOS SUPPLY LTD.**

# UK Modern Slavery Statement 2025

# OUR COMMITMENT

## 2025 Modern Slavery Statement - Leidos Supply Limited

Modern slavery is a globally recognised illegal act that is a grievous violation of human rights. While Leidos Supply Ltd (LSL) does not reach the threshold to produce a mandatory modern slavery statement we do take the subject very seriously. As such we produce a yearly, voluntary, statement in line with the UK Home Office guidelines towards transparency in the supply chain as part of our commitment to the UK Modern Slavery Act 2015.

**LSL takes a zero-tolerance approach, both internally and externally throughout our supply chain.** We aim to be alert to the risks, however small, by working closely with our colleagues and suppliers, and continually improving our knowledge and processes.

The following statement has been:

- **Approved by our Board of Directors - 24 April 2025**
- **Signed by Mark Hart, Director of Leidos Supply - 17 May 2025**





# OUR BUSINESS AND STRUCTURE

## Organisation structure and supply chains

LSL operates from a Bristol based office with its Parent Company Leidos Europe Ltd (LEL), and other Subcontractor TVS Supply Chain Solutions, procuring goods and services for the UK Ministry of Defence (MOD) under the LCS(T) Contract (Logistics Commodities & Services (Transformation)).

Within LSL there are approximately seventy employees who support the procurement of c.45,000 commodity products involving over 600 suppliers. We source products across 5 commodity areas; Clothing; Food; Medical; Oils, Lubes and Greases (OLG); and General Supplies (GS).

Our first tier suppliers are mostly UK based with some based in the European Union, and we are aware of, and manage, the complexity of the supply chains behind these suppliers and the commodities. We have identified clothing as our highest risk area due to the industry and country risk for many textile products and components, particularly those sourced from the Middle East and East Asia.



# OUR POLICIES

## Our policies in relation to slavery and human trafficking

LSL is part of the Leidos group of companies. Leidos is a FORTUNE 500 company and is listed on the New York Stock Exchange (NYSE:LDOS). At a corporate level Leidos has policies addressing Modern Slavery and Human Trafficking. LSL abides by these policies, and our processes align with them. These policies help to inform and create documentation that LSL uses internally, and externally within our commodity contracts.

We have various policies and processes in place to ensure that staff understand what modern slavery is, how to mitigate it, and how to report it. Documentation includes: the Leidos Corporate Code of Conduct which discusses human rights and the support of the United Nations (UN) Guiding Principles on Business and Human Rights; the Standards of Business Conduct and Ethics; reporting policies; Human Trafficking Prevention Compliance Plan; eligibility to work in the UK; among other sources on the Leidos intranet providing information to staff.

All staff, and those parties who work with us, have access to a Global Human Trafficking Hotline number and email address for reporting any concerns or suspected incidents. This is available to staff internally, and in the terms and conditions of all our contracts.

Clauses outlining the supplier's commitments and obligations regarding the prohibited use of forced labour, child labour or any forms of modern-day slavery anywhere in the supply chain are included as standard in all our contract terms and conditions.





# DUE DILIGENCE

## Our due diligence processes

Throughout our tender process, from requirement to contract award and throughout the life of each contract, we conduct due diligence to gather information to support our work on modern slavery. This is actioned in a number of ways:

- Considering historically where commodities have originated
- Conducting supplier audits and reporting
- Use of our internally developed risk matrix to help identify various areas of risk and designate a risk level including country risk, industry risk, and corruption risk
- Third party due diligence for corruption and modern slavery
- Dedicated questions included in all of our tenders to understand the internal and external actions taken by our bidders and potential suppliers, including a document aimed at providing our bidders with information about modern slavery, indicators of forced labour, and links to external organisations to provide further information.
- Processes and documentation that are reviewed and updated on an annual basis.
- Annual request to our suppliers for details on their supply chain including ethical audit results and information on actions taken with their suppliers to ensure no modern slavery is occurring.



# RISK MANAGEMENT

## Risk assessment and management

If risks are identified, they are managed on a case by case basis depending on the risk level, the stage of the contract, and the requirements of that risk.

Management tasks include:

- Having more directed questions in our tenders
- Assessment of the Bidder's modern slavery mitigation practices and modern slavery statements through a dedicated question set, evaluated as part of every tender
- Review of audits provided by our suppliers for their supply chain
- Discussing actions and policies during the life of our contracts
- Supplier and sub-supplier audits and/ or visits
- In-depth third-party reporting
- Supply chain mapping to tier 3 to better understand our supply chain and where risk sits within it.
- We have completed the Cabinet Office MSAT (Modern Slavery Assessment Tool) as part of our risk assessment and have received a positive score of 69%, and improvement on our previous MSAT which scored 67%. We endeavour to keep improving on this.

## Key performance indicators to measure effectiveness of steps being taken

- In 2024 we received no reports of modern slavery in any of our supply chains.
- All our Commercial staff receive yearly awareness training and complete the CIPS "Ethical Procurement and Supply" course.





# TRAINING

## Training on modern slavery and trafficking

Employees undertake annual mandatory training to ensure understanding of the Leidos Business Standards of Ethics and Conduct, and Leidos Code of Conduct, as well as internal training focused on ethics and modern slavery in the supply chain.

We are a Chartered Institute of Procurement (CIPS) accredited organisation subscribing to the professional standards of the CIPS Code of Conduct and earning the CIPS Corporate Ethics kite mark and recognition through completion of the CIPS “Ethical Procurement and Supply” course. The current award expires 8th Oct 2025. The award is valid for one year and we will actively complete the steps required to retain our accreditation on a yearly basis.

Our dedicated SME provides awareness sessions and ad-hoc updates to the Commercial Staff, as needed.

Each year Leidos Supply Ltd make a commitment to continually monitor and improve our efforts towards the mitigation of modern slavery in the supply chain.

## ABOUT LEIDOS

Leidos is a Fortune 500® technology, engineering, and science solutions and services leader working to solve the world's toughest challenges in the defense, intelligence, civil, and health markets. The company's 45,000 employees support vital missions for government and commercial customers. Headquartered in Reston, Virginia, Leidos reported annual revenues of approximately \$14.4 billion for the fiscal year ended December 31, 2022. For more information, visit [www.leidos.com](http://www.leidos.com).

