

Williams Grand Prix Engineering Limited

Modern Slavery & Human Trafficking Statement for the Financial Year ended 31 December 2020

Our business and organisation structure

Williams Grand Prix Engineering Limited has competed in the FIA Formula One World Championship since 1977 and, during that time, its Formula One team has won nine Constructors' World Championship titles and seven Drivers' World Championship titles. The team currently competes in Formula One as Williams Racing. As well as its Formula One operation, the Company has the following businesses:

- Williams Experience Centre: an award-winning conference venue and dedicated esports facility, offering a modern and creative environment in which to meet, train, network and entertain.
- Williams Heritage: the business that manages the team's collection of historic Formula One cars, maintains and curates the Grand Prix Collection and showcases, sells and runs cars from across the team's history.
- Williams Esports: the business that operates an esports team that competes in approximately 20 championships across various platforms and racing disciplines, and which organises, hosts and broadcasts esports race events.

The average number of persons employed by the Company during 2020 was 675.

Our policies on slavery and human trafficking

We aim to conduct all aspects of our business in accordance with the core values of the Company: determination, integrity, respect, teamwork and excellence. We therefore seek to ensure that the rights and freedoms of individuals are upheld in our supply chains.

The Company's Ethics Policy sets out the standards by which our employees are expected to conduct business and specifically highlights our position on modern slavery both to our employees and to the businesses with which we engage.

We also have a standalone Anti-Slavery and Human Trafficking Policy, the purpose of which is to ensure that all staff: (i) are aware of modern slavery issues; (ii) understand the internal processes which must be followed in order to ensure that appropriate due diligence is conducted on potential suppliers; and (iii) know how to report any potential issues so that action can be taken.

Meanwhile, our Whistleblowing Policy provides a safe mechanism through which any member of staff is encouraged to raise concerns regarding business activities, including those related to slavery and human trafficking.

Our supply chains

Our supply chain is predominantly comprised of materials and component manufacturing businesses operating in the engineering sector, but also includes businesses providing a variety of other goods and services including professional services, general consumables, food and drink, temporary staff, clothing and IT products. These businesses range from SMEs in the UK to large multi-national businesses operating in Europe and further afield.

Our due diligence procedures and controls

We have committed to implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place in our supply chains.

Our standard purchasing terms and conditions place obligations upon our suppliers, including obligations to: (i) comply with anti-slavery laws; (ii) allow us to audit them to ensure compliance; (iii) notify us in the event that any actual or suspected slavery or human trafficking takes place in connection with their contract with us; and (iv) implement their own due diligence procedures. We are also entitled to terminate for breach of these obligations.

We include questions regarding modern slavery issues in our supplier questionnaires which are completed by all new suppliers prior to engagement. We assess the responses to these questionnaires in a proportionate manner according to the level of risk associated with the relevant supplier and its products, in keeping with the Government's guidance. In doing so, we take into account the risk of particular products and countries based upon the US Forced Labour Report List although it is noted that the vast majority of our suppliers are not located in high-risk countries and do not supply high-risk products.

Training and Awareness

Plans to conduct formal, refresher training sessions during the year for all those working in our Procurement team were put on hold as a result of the COVID-19 pandemic. However, in order to maintain awareness of modern slavery issues generally, it is intended to run these sessions during the course of 2021.

Board approval

This Modern Slavery and Human Trafficking Statement was approved by the board of directors of the Company on 15 July 2021.



Signed by
Matthew Savage
Director

Date: 15 July 2021