

Leidos Supply Ltd.  
**UK Modern  
Slavery Statement  
2023**

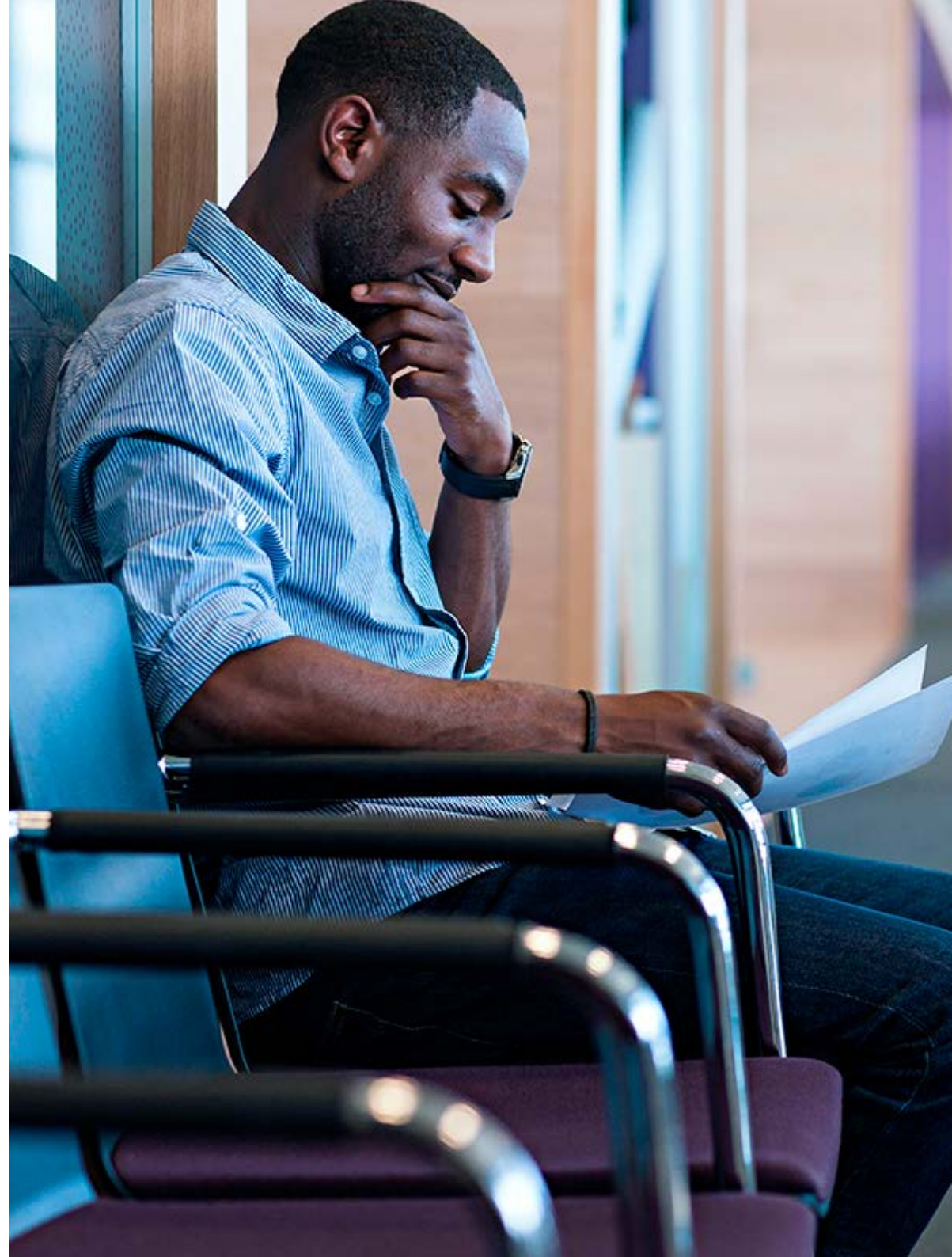
# Our commitment

## Leidos Supply Limited

Leidos Supply Ltd (LSL) does not reach the threshold to produce a mandatory modern slavery statement. However, we take the subject very seriously, and as such endeavour to 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.**





# Our business and structure

## Organisation structure and supply chains

LSL operates within a Bristol based office with its Parent Company Leidos Europe Ltd (LEL), and Subcontractor TVS Supply Chain Solutions, procuring goods and services for the UK MOD under the LCS(T) Contract.

Within LSL there are approximately **50** employees who support our procurement cycle involving over **600** suppliers, where we source over **45,000** products under the Logistics Commodities & Services (Transformation) (LCST) Contract. We source products for 5 commodity areas, Clothing; Food; Medical; Oils, Lubes and Gases (OLG); and General Supplies (GS).

We source generally from UK and EU suppliers, but are aware of 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.

More info about our business can be found [here](#).

# 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 term & conditions of all our LSL 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 of 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 the 2022 introduction of 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.

# Risk management

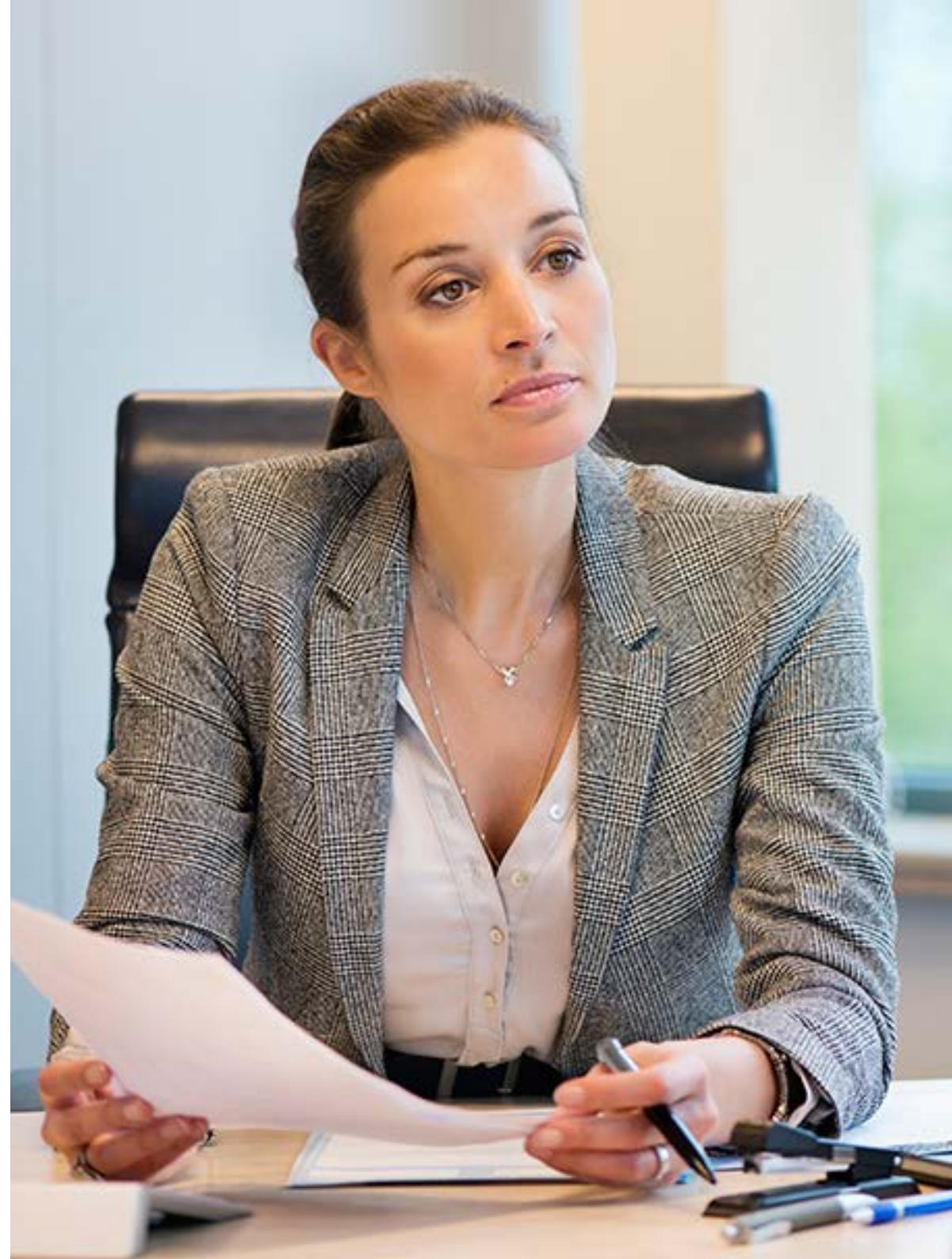
## Risk assessment and management

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:

- Being more direct with questions in our tenders
- Review of audits provided by our suppliers for their supply chain
- Discussing actions and policies during the contract
- Assessment of the Bidder's modern slavery mitigation practices and modern slavery statements through a dedicated question set, evaluated as part of every tender.
- Supplier and sub-supplier audits and/or visits
- In-depth third party reporting.

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

- In 2022 we received no reports of modern slavery in any of our supply chains.
- All of our Commercial staff receive yearly awareness training.





# 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 5th Oct 2023. The award is valid for one year and we will actively complete the steps required to retain our accreditation on a yearly basis.

The Trade Compliance Manager (our dedicated subject matter expert) conducts a yearly awareness training for the Commercial Staff, as well as ad-hoc updates 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 44,000 employees support vital missions for government and commercial customers. Headquartered in Reston, Virginia, Leidos reported annual revenues of approximately \$13.7 billion for the fiscal year ended December 31, 2021. For more information, visit [www.leidos.com](http://www.leidos.com).

