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## **ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT 2020**

The California Transparency in Supply Chains Act of 2010 (SB 657) and the United Kingdom Modern Slavery Act of 2015 require certain businesses to provide disclosures and updates regarding the actions the business are taking to address the issues of modern slavery and human trafficking in their supply chains.

This Anti-Slavery and Human Trafficking Statement (“Statement”) sets out the actions Curtiss-Wright Corporation and its subsidiaries globally (“Curtiss-Wright”) take to ensure that Curtiss-Wright meets its global obligations to combat modern slavery and human trafficking.

### **Curtiss-Wright Corporation**

Curtiss-Wright Corporation (NYSE: CW) is a global innovative company that delivers highly engineered, critical function products and services to the commercial, industrial, defense and energy markets. Building on the heritage of Glenn Curtiss and the Wright brothers, Curtiss-Wright has a long tradition of providing reliable solutions through trusted customer relationships. The company employs approximately 8,200 people worldwide.

Curtiss-Wright has a strong commitment to ethics, integrity, and making decisions that comply with all applicable laws and regulations. These core values define the means by which we do business and are reflected in this statement.

### **Supply Chain**

Curtiss-Wright strive to build long-term relationships with our suppliers and award business based on their ability to meet our needs and commitments, their reputations for service, integrity and compliance, their high standards for quality and delivery and their price structures.

Curtiss-Wright operates manufacturing facilities in a number of countries around the world. In addition, and in support of those facilities, Curtiss-Wright procures raw materials, components, finished goods and services from its supply chain partners globally. Curtiss-Wright’s suppliers play an important role in the success of the Curtiss-Wright business. Our supply chain team work closely with our suppliers to ensure that our suppliers provide quality products and services to meet Curtiss-Wright’s requirements in an ethical manner and in line with our legal obligations globally. The high caliber of the materials, goods and services they provide is linked directly to the quality, reliability and prompt delivery of Curtiss-Wright’s products to our customers and, thus, to customersatisfaction.

### **Policies**

Curtiss-Wright’s Code of Conduct requires all employees to comply with the laws and regulations of all countries in which we operate. This Code of Conduct is published on the Curtiss-Wright Corporation website [https://s26.q4cdn.com/283948306/files/doc\\_downloads/governance\\_doc/CW-Policy-1-Code-of-Conduct-January-2019-\(English\).pdf](https://s26.q4cdn.com/283948306/files/doc_downloads/governance_doc/CW-Policy-1-Code-of-Conduct-January-2019-(English).pdf) .

Curtiss-Wright have published a specific Human Trafficking and Slavery Policy (Number 35) [https://s26.q4cdn.com/283948306/files/doc\\_downloads/social\\_doc/Policy-35-Human-Trafficking-and-Slavery-2019.pdf](https://s26.q4cdn.com/283948306/files/doc_downloads/social_doc/Policy-35-Human-Trafficking-and-Slavery-2019.pdf) which reinforces Curtiss-Wright Corporation’s commitment to combating child

and slave labor in response to global legislation on this issue. All Curtiss-Wright employees involved in the procurement of materials are given a copy of this policy to provide training on Curtiss-Wright's commitment to fighting child and slave labor and the procedures to be followed to contain the risk of child and slave labor.

Curtiss-Wright requires each of its suppliers to adhere to a Supplier Code of Conduct, which mandates compliance with all local and country laws and regulations.

The manager of each supplier relationship is responsible for ensuring that it is a condition of any supply agreement with Curtiss-Wright suppliers that our suppliers adhere to the Curtiss-Wright Corporation Policy No. 1A, Code of Conduct – Suppliers and Customers, found at <http://www.curtisswright.com/> (Supplier Code of Conduct).

The Supplier Code of Conduct specifically prohibits forced labor or employment of child labor in its supply chain and requires compliance with all national and local laws.

Any concerns are investigated and Curtiss-Wright reserves the right to terminate any Purchase Order with a supplier if the supplier breaches the Supplier Code of Conduct.

### **Due Diligence**

Curtiss-Wright takes steps to evaluate the risks of slavery and human trafficking in its supply chain. This is reinforced by a process of regular review and audits of our suppliers and potential suppliers to evaluate our suppliers' ability to adhere to our Supplier Code of Conduct. Any failures to meet our requirements or concerns are addressed on a case-by-case basis.

Curtiss-Wright maintains an Ethics Hotline where ethical concerns or alleged wrongdoing can be reported by both employees and suppliers, including breaches of the Code of Conduct, Supplier Code of Conduct, Human Trafficking and Slavery Policy and/or any applicable laws. The Code of Conduct Helpline is available globally, with multilingual capabilities, 24 hours a day, seven days a week. Reports made through the Code of Conduct Helpline are promptly investigated, reported and followed up with appropriate actions.

### **Training**

Curtiss-Wright reinforces its Code of Conduct and compliance obligations through annual training for all employees, which is reported to the Board of Directors.

Curtiss-Wright regularly reviews its corporate policies and processes in order to ensure that Curtiss-Wright meets its global obligations.

### **Declaration**

This statement has been made in accordance with the reporting requirements of the UK Modern Slavery Act 2015 and the California Transparency in Supply Chains Act of 2010 (SB 657), for the year ending 31 December 2021. This statement applies to Curtiss-Wright Corporation and its subsidiaries globally.

This statement was approved at the Board meeting on 11<sup>th</sup> May 2021.