

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

2018

This statement is made in relation to the Modern Slavery Act 2015 and sets out SYSTRA Limited's (the Company) actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

This statement relates to actions and activities for the financial year ending 31 December 2017 and has been approved by the Company's board of directors.

As a provider of consultancy services for the transport industry and a rail engineering business, we recognise our responsibility to take a robust approach to slavery and human trafficking.

The Company is absolutely committed to preventing slavery and human trafficking in our corporate activities, and to ensuring that our supply chains are also free from slavery and human trafficking.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

This statement covers the activities of the Company. The Company's principal activities are:

- Consultancy services for the transport industry where we are involved in transport planning policy development and economics; strategy development, master and development planning, scheme delivery and operational improvement for infrastructure and other investments;
- Engineering services focused on the management, design and engineering of conventional, high speed and metro/LRT rail projects.

Our supply chain consists of other professional service providers acting primarily as sub-

consultants, together with suppliers of services and equipment to our offices.

SYSTRA primarily operates in the United Kingdom and the Republic of Ireland with some occasional project work in overseas locations.

We consider our business activities to be low risk in relation to slavery and human trafficking, although through continual review and assessment of our current and new suppliers we will identify any areas where there may be higher risks.

POLICIES ON SLAVERY AND HUMAN TRAFFICKING

The following policies describe the Company's approach to the identification of modern slavery risks and the steps taken to prevent slavery and human trafficking in our operations:

- **Code of Ethics** - sets out our commitment to act ethically and with integrity in all our business relationships. We require our employees to obey the law, observe regulations and guidelines and irrespective of geographical location or position remember that ethics, integrity, and loyalty in business practice and respect for others are- not negotiable and not open to compromise. We have sought to embed the Code of Ethics across the Company through compulsory online training for all our employees.



- **Approved Supplier Audit Form** - requests information to verify that supply chain partners operate in a manner consistent with our core values on quality, safety, integrity and sustainability.
- **Dignity at Work Policy and Procedure** - sets out our commitment to create a work environment free of harassment and bullying, where everyone is treated with dignity and respect.
- **Equal Opportunities Policy and Procedure** - describes our commitment to comply with the Equality Act 2010 by providing equal opportunities to all and to avoid unlawful discrimination in employment and against customers.
- **Whistleblowing Policy and Procedure** - provides employees, agency workers and contractors with confidential access to raise any concerns that they may have about the interests of the organisation, of others, or any instances of malpractice within the Company.
- **Employee Handbook** - describes our values and vision and the expectations of employees in relation to their employment with the Company.

CONTINUOUS IMPROVEMENT

SYSTRA is committed to continuous improvement in all our operations. As our approach to identifying and combatting modern slavery and human trafficking continues to improve, we will implement key performance indicators to enable us to monitor and measure our performance in this important area.



Pascal Mercier
Managing Director, SYSTRA Limited
01 January 2018



SYSTRA