

# ALSTOM TRANSPORT UK LIMITED

## SLAVERY AND HUMAN TRAFFICKING STATEMENT

### INTRODUCTION

This statement is made on behalf of the board of ALSTOM Transport UK Limited with regards to the Modern Slavery Act 2015 which requires large employers to be transparent about their efforts to eradicate Slavery and Human Trafficking in their supply chain.

In accordance with the Act, this statement articulates our policies and practices around recognising and preventing human trafficking and slavery in the global supply chain.

As a promoter of **sustainable mobility**, Alstom develops and markets systems, equipment and services for the railway sector. Alstom manages **the widest range of solutions in the market** – from high-speed trains to metros and tramways – customised services (maintenance, modernisation) and infrastructure and signalling solutions. Alstom is a **world leader in integrated railway systems**.

### PRINCIPLES

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains.

Alstom has a Code of Ethics that applies to every employee and which is designed to promote honest and ethical conduct with all stakeholders. The Code of Ethics prescribes fundamental rules of conduct, relating in particular to full compliance with laws, regulations and requirements in all countries where Alstom operates.

Alstom is a member of the United Nations Global Compact initiative and commits itself to a continuous improvement approach with our suppliers and contractors outlined in our Charter for Sustainable Development.

### LABOUR STANDARDS

Alstom's suppliers and contractors shall in particular, and in compliance with our Charter for Sustainable Development, comply with the following:

- Eliminate all forms of illegal, forced or compulsory labour;
- Eliminate child labour; Alstom's suppliers and contractors shall not employ persons not having reached the minimum age required for work and shall never support the use of child labour, except as part of an official government approved educational youth training scheme;

- Eliminate discrimination of any kind in respect of employment and occupation;
- Comply with applicable laws and regulations related to maximum working hours and minimum days of rest;
- Comply with applicable laws and regulations related to the minimum level of wage;
- Respect the freedom of association for their employees, in compliance with applicable laws;
- Comply with applicable laws and regulations related to redundancy.

## IMPLEMENTATION AND CONTINUOUS IMPROVEMENT

As part of our commitment to combating modern slavery and human trafficking, we have implemented the following within our organisation:

- In addition to the appointed Sourcing Director UK & Ireland who continues to oversee the implementation of policies and procedures related to ALSTOM Transport UK Limited's Slavery and Human Trafficking Statement, Alstom has appointed a Sustainability Manager UK & Ireland who will contribute through development of a specific Alstom UK & Ireland Sustainability Strategy.
- Following the implementation of a risk committee in the UK & Ireland last year looking at all aspects of supplier risk on a quarterly basis, from country of origin and tracking the Heritage Foundation Index, we are currently extending our coverage to include the integration of our newly acquired signalling business.
- Our current sourcing policies and contracts refer to the Alstom Charter for Sustainable Development and every supplier is requested to sign this. Over 90% of suppliers have signed to date.
- All our supplier and contractor contracts contain the right to be assessed or audited by Alstom or by a third party mandated by Alstom on the principles defined in the Charter for Sustainable Development.

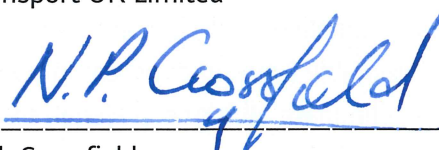
## APPROVAL

This Statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes ALSTOM Transport UK Limited's Slavery and Human Trafficking Statement for the financial year commencing 1<sup>st</sup> April 2016 ending 31<sup>st</sup> March 2017.

This Statement has been approved by ALSTOM Transport UK Limited



Nigel Gomes,  
Sourcing Director UK & Ireland



Nick Crossfield,  
Managing Director UK & Ireland

Copies of Alstom Code of Ethics and Alstom Charter for Sustainable Development are available on the Alstom website ([www.alstom.com](http://www.alstom.com)) or on request.