

THE GO-AHEAD GROUP PLC

SLAVERY AND HUMAN TRAFFICKING STATEMENT AS REQUIRED UNDER S54 OF THE MODERN SLAVERY ACT¹ FOR THE 2016/2017 FINANCIAL YEAR

INTRODUCTION FROM DAVID BROWN, GROUP CHIEF EXECUTIVE

The Go-Ahead Group PLC and its subsidiaries (“Go-Ahead”/ “us”/ “we”/ “our”/the “Group”) is committed to ensuring that all of its business dealings are carried out in full compliance with relevant laws and, in doing so, we endorse the implementation and promotion of ethical business practices to protect workers from being abused and exploited both within Go-Ahead and its supply chains. Go-Ahead are committed to improving our practices to combat slavery and human trafficking and we have taken significant steps in the Financial Year to promote and improve our ongoing commitment to eliminating abuse and exploitation in the workplace as detailed in this Statement.

A) ORGANISATION'S STRUCTURE

The subsidiaries of The Go-Ahead Group PLC are, predominantly, providers of public transport services in the UK Bus and Rail sectors. The Go-Ahead Group PLC has its registered office in Newcastle, England and the Group has over 26,000 employees in the UK. Many of our subsidiaries in the UK have a turnover in excess of £36 million in this Financial Year and this Statement applies to all of our UK operating subsidiaries regardless of their turnover, compliance with it having been endorsed by the Board of Directors of each operating subsidiary. This year our subsidiary in Singapore is included in the reporting. In 2020, Rail Services in Germany will be provided by a local subsidiary and this subsidiary will, when fully operational, be reported on in subsequent statements. All the steps taken in this statement are taken by the Go-Ahead Group for itself and each of its operational subsidiaries referred to in B) below.

B) OUR BUSINESS

The Group’s business is organised into 14 operating subsidiaries. The Group operates a devolved management structure, however procurement is one of the support functions which is, primarily, provided centrally, affording the Group’s centre significant control over the supply chains of the subsidiary operations.

¹ References in this Statement to the “Act” are references to the “Modern Slavery Act 2015”.

C) OUR SUPPLY CHAINS

Our supply chains include manufacturing, primarily of bus and rail vehicles, parts, uniforms, services (such as cleaning of stations, vehicles and depots) and outsourced IT hardware and software services. As procurement is a centralised function the Group can implement the due diligence and contractual processes referred to below to give effect to Go-Ahead's anti slavery and trafficking policy.

D) OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to preventing acts of modern slavery or human trafficking in our supply chains and/or in any part of our business. Our anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective due diligence and contractual compliance to prevent slavery and human trafficking in our supply chain.

E) DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

Go-Ahead continues to monitor those areas of the business and or supply chain which we believe carry the highest susceptibility to the risk of employing slave or trafficked labour. These remain: all manufacturing processes or other processes where low skilled labour is required or managed e.g. cleaning / security / gateline colleagues ("**At Risk Functions**" / "**ARFs**").

F) SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. Part of our commitment to prevent modern slavery and human trafficking from occurring within our business or our supply chain, is to take steps to make sure that we include contractual terms with any suppliers which reference their obligation to abide with our antislavery and trafficking policy or their own equivalent. This provides us with a way to enforce requirements or cease doing businesses with organisations who are not complying.

We have been assessed as reaching the CIPS Corporate Certification Standard and are committed to continue to reach this standard. The assessment regime includes an audit process which takes into account a wide-ranging view of our approach to supplier management including how we manage sustainability and one of the performance indicators is our suppliers' compliance with the Modern Slavery Act. We introduced a question relating to compliance with the Modern Slavery Act for as part of our pre-qualification questionnaire for all new suppliers which is monitored as part of our sustainability KPIs.

G) TRAINING

The training provided to staff covers ARF, risks of slavery and human trafficking occurring and how to be alert to its existence. All Go-Ahead colleagues continue to have access to a

whistleblowing process which will allow them to report any concerns that they may have in a confidential and secure manner.

H) REPORTING ON FINANCIAL YEAR 2016/17

- 1) Annex 1 sets out the results of the initiatives that were launched in Go-Ahead's 2016/17 Modern Slavery Statement.
- 2) Annex 2 sets out Plans for Financial Year 2017/18

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ended 1 July 2017.



Group Chief Executive
The Go-Ahead Group plc
Date: 31 August 2017

The Board of Go North East Limited, a subsidiary of The Go-Ahead Group PLC, have endorsed, approved and adopted this Modern Slavery Act statement for and on behalf of Go North East Limited.



Managing Director
Go North East Limited
Date: 18 September 2017