
MODERN SLAVERY ACT TRANSPARENCY STATEMENT 2019

INTRODUCTION

This statement is made by **ALSTOM Transport UK Limited** with regards to the Modern Slavery Act 2015 which requires companies with turnovers in excess of £36million 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 transport sector. Alstom offers a complete range of solutions (from high-speed trains to metros, tramways and e-buses), passenger solutions, customised services (maintenance, modernisation), infrastructure, signalling and digital mobility solutions. Alstom is a world leader in integrated transport 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 has a **Sustainability & Corporate Social Responsibility Policy** endorsed in January 2018 by Henri Poupart-Lafarge, Chairman & CEO of Alstom.

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 **Ethics and Sustainable Development Charter for Alstom's Suppliers and Contractors** which was expanded and updated in October 2017.

LABOUR STANDARDS

Alstom's suppliers and contractors shall in particular, and in compliance with our Charter for Ethics and 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:

- Our Sourcing Director UK & Ireland continues to oversee the implementation of policies and procedures related to our Modern Slavery Act Transparency Statement;
- Our Sustainability Manager UK & Ireland continues to contribute through the development of a specific Alstom UK & Ireland Sustainability Strategy;
- Our current sourcing policies and contracts refer to the Alstom Charter for Ethics & Sustainable Development and every supplier is requested to sign this. Over 90% of suppliers have signed to date but the rules still apply to all;
- 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 Ethics and Sustainable Development Charter for Alstom's Suppliers and Contractors.
- **Evaluation of our Sustainability performance by independent third parties:** Alstom's sustainable development performance was re-assessed by Ecovadis in August 2018 and again achieved the highest possible recognition of "Gold" status. Alstom's ranking has improved from the 95th percentile in January 2016, to the 99th percentile when compared with other companies on this platform.
- **Alstom's Vigilance Plan** was published for 2017/18 fiscal year as part of the French law on Duty of Vigilance. This plan presents the various measures taken at the different levels of the organisation to manage human rights, health and safety and environmental risks:
 - global risk mapping and management tools expanded to integrate the relevant topics;
 - specific risk analysis and mitigation measures covering Human Rights, Health and Safety and Environmental risks from Alstom activities, which also apply to contractors operating in Alstom's facilities;
 - dedicated risk mapping and risk management measures for risks arising from the Supply Chain applied to suppliers and contractors.
- Alstom UK and Ireland are becoming partners of the Supply Chain Sustainability School from 1st April 2019 and will use the school engagement to improve supply chain knowledge about issues relating to Modern Slavery.

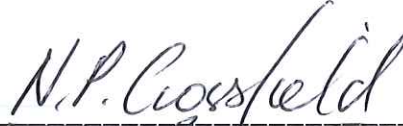
APPROVAL

This Statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes our Modern Slavery Act Transparency Statement for the financial year commencing 1st April 2018 ending 31st March 2019.

This Statement has been approved by the board of **ALSTOM Transport UK Limited**.



Olivier Quindos
Sourcing Director UK & Ireland



Nick Crossfield
Managing Director UK & Ireland

Copies of Alstom Code of Ethics, Alstom Ethics and Sustainable Development Charter for Alstom's Suppliers and Contractors and Sustainability & Corporate Social Responsibility Policy are available on the Alstom website (www.alstom.com) or on request.

