



Modern Slavery Act Compliance Statement

Introduction

Colas Rail publish this statement in accordance with the Modern Slavery Act 2015. This statement sets out the steps taken during the year ending 31 December 2020 to prevent modern slavery and human trafficking at Colas Rail and in its supply chain.

Colas Rail is dedicated to operating a business free from slavery and human trafficking. However Colas Rail recognises that its diverse business and international supply chain are at risk of facilitating such crimes.

Policies & Due Diligence on Slavery and Human Trafficking

The Colas Rail policies which combat modern slavery and human trafficking are the Group Code of Ethics, Whistleblowing Procedure, Equality, Diversity and Inclusion Policy and Procedure. In 2020, we relaunched the Colas Rail Induction process featuring our social hub feature which provides all staff with access to the above policies.

The “Unseen” application, continues to be available on Colas Rail smartphones providing staff with the opportunity to raise concerns both during work hours and outside not only via the Whistleblowing Procedure but through the modern slavery helpline. Colas Rail shall promote the same during its Anti-Slavery awareness day in October 2021.

In 2020, Colas Rail provided the latest CSR Charter for Supplier and Subcontractors and the Colas Rail Health, Safety and Sustainability Statement of Expectations to new suppliers as part of the Colas Rail onboarding process. We also began to develop a Modern Slavery Emergency Response Plan in collaboration with other industry partners. We will seek to finalise the Modern Slavery Emergency Response Plan in 2021.

Supply Chain

Colas Rail procures a variety of goods and services and manages a complex supply chain. The correct number of suppliers and subcontractors in 2019 was 1,024. The number of suppliers and subcontractors in 2020 decreased to 974. Colas Rail continually monitors and manages its supply chain to satisfy its due diligence requirements.

In 2020, new suppliers tendering to provide works or services to Colas Rail were required to complete a modern slavery risk assessment questionnaire to identify any potential risk areas. This was assessed by the Colas Rail Safety and Sustainability team and included in the tender score card. Colas Rail is committed to only doing business with those companies who have taken active steps to mitigate the risk of slavery and human trafficking in their business. We will continue to utilise this modern slavery risk assessment questionnaire in our tendering activities.

New suppliers are now asked to demonstrate their commitment by signing the Colas Rail Health, Safety and Sustainability Statement of Expectations. This statement contains an undertaking to ensure that no modern slavery is present in its business or supply chain, as well as our other sustainability initiatives. In 2021 we shall strive to obtain the same from our legacy suppliers and subcontractors.



Existing suppliers are subject to performance review meetings, during which we discuss the suppliers action plans to monitor and mitigate the risk of slavery and human trafficking. In 2020 we conducted performance review meetings with key suppliers. In 2021, we shall conduct any deferred performance review meetings and seek to engage in meaningful discussions about the risk of slavery and human trafficking with those at all levels of our supply.

Our Safety and Sustainability team carried out desktop audit of top suppliers across our business divisions. Some audits were deferred due to the Coronavirus Pandemic. Those deferred audits have been rescheduled to take place in 2021.

In 2020 we reviewed the terms on which we engage with our supply chain and identified that the slavery and human trafficking compliance clauses within contracts could be improved upon. We will seek to establish an effective contractual provision during 2021, focusing on improving audit rights and visibility in our supply chain.

Training & Recruitment

97% of managerial staff have now received training on the Group Code of Ethics and associated compliance programmes.

Coronavirus

We are committed to preventing the spread of Coronavirus and ensuring the safety of our customers, employees and supply chain partners. Following the advice and guidance issued by the government we adjusted our processes and procedures to eliminate the risk of transmission across our business.

We identified travel to and from our worksites as a risk for transmission of Coronavirus. We facilitated additional travel options to ensure the safety of our employees, workers and supply chain partners.

On a number of our work sites we installed temperature checking devices. Coronavirus marshals were appointed to engage with the labour force, monitor and enforce the prescribed isolation periods, authorise those exhibiting any Coronavirus symptoms to remain at home. This allowed us to ensure the safety of those workers whom may otherwise be forced to continue working when exhibiting Coronavirus symptoms.

Regular conference calls were also set up to discuss Coronavirus numbers and any Coronavirus issues on site.

In order to further support our suppliers during the Coronavirus Pandemic, additional personal protective equipment including FFP2/FFP3 and surgical masks were distributed on site and remain freely available for everyone working on site. We identified a potential risk in a shortage of respiratory protective equipment on site. We worked closely with our supply chain to make sure we had a continuous supply to ensure the continued safety of our employees, workers and supply chain partners.

Where possible our locations have been operating at a reduced capacity and have measures in place to our employees, workers and supply chain partners including one-way systems, hand sanitizers in key areas, protective screens against walkways and desks, maximum capacities introduced in smaller spaces and relaxation of non-essential processes allowing us to adapt in this challenging climate.

This statement has been approved by the Executive Committee of Colas Rail on 11th February 2021.

A handwritten signature in blue ink, appearing to read "JP Bertrand".

Jean-Pierre Bertrand
Chief Executive Officer



Modern Slavery Act Compliance Statement

Introduction

The Modern Slavery Act 2015 mandates that Colas Rail Ltd ("Colas Rail") prepares a slavery and human trafficking statement for each financial year.

Slavery and human trafficking, in their various forms and guises, are crimes in the United Kingdom and in much of the world, yet regrettably, they continue to exist. Many businesses unintentionally encourage slavery and human trafficking through the procurement of products and services from their supply chain, which have been sourced, manufactured and secured without recognition of the conditions under which individuals have been forced to deliver.

Acknowledgment and Commitment

Colas Rail is a market leading railway infrastructure services business that promotes and upholds the highest standards of ethical conduct and it expects its supply chain to commit to the same. Colas Rail is dedicated to operating in a business environment free from slavery and human trafficking; yet it recognises that its truly diverse business and international supply chain are at risk of facilitating such crimes.

Colas Rail is part of the Colas Group, a global leader in infrastructure construction and maintenance, which in turn is part of the French multi-national Bouygues Group ("Group"). The railway division is one of the world's leading providers of rail infrastructure services. In the UK, Colas Rail combines the engineering skills of all our specialist businesses to provide total solutions in all aspects of railway infrastructure, from high-speed rail systems to light and urban rail. Colas Rail is also a national freight operator. It offers a full range of services, supported by a 24-hour control centre based at Rugby. The Colas Rail's head office is based in the heart of London with depots nationwide.

Organisation's Structure

Colas Rail employs over 1200 staff and its business is split into 3 divisions:

- **Infrastructure** undertakes all railway construction, maintenance and design and survey activities for Network Rail;
- **Services** consists of Freight activities and Plant activities such as On-Track Machines, Rail Grinding services and Strategic plant services; and
- **Urban** is dedicated to urban rail construction and maintenance.

Policies & Due Diligence on Slavery and Human Trafficking

Colas Rail is committed to ensuring that it is taking the necessary steps to ensure that there is no modern slavery present in its business and supply chain. As part of the wider Group, Colas Rail continues to subscribe to the Group Code of Ethics and seeks to comply with the principles of the UN Global Compact, the UN Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organisation.



UNITED KINGDOM

The Group Code of Ethics is cascaded down to Colas Rail and the requirements of the Whistleblowing Policy reflected in our Whistleblowing Procedure, which is readily available to all staff. At the end of 2019 we undertook an awareness raising campaign to all staff to remind staff of their right and responsibility to whistle blow. In 2019, we have had no breaches of human rights abuses raised.

Our commitment against Modern Slavery is also reflected in the Equality, Diversity and Inclusion Policy and Procedure. This policy is readily available to all staff.

To strengthen our commitment and take a proactive approach against human rights abuses in the construction industry, Colas Rail also became a signatory to the Gangmaster and Labour Abuse Authority's Construction Protocol in 2019. The Protocol is a joint agreement with some of the biggest names in UK construction and is aimed at eradicating slavery and labour exploitation in the construction industry.

We have also approved the "Unseen" application on Colas Rail smartphones allowing staff the opportunity to raise concerns both during their work and outside not only via the Whistleblowing policy but through the modern slavery helpline as well.

To reinforce due diligence relating to recruitment and staff, we conducted an audit of HR processes in 2019. Its purpose was to assure ourselves that we have adequate controls in place from a corporate perspective on fair pay, access to payslips, right to work and an ability to raise concerns. No non-conformities were identified during the audit.

Supply Chain

Colas Rail procures a variety of goods and services and manages a complex supply chain of around 270 suppliers in 2019. Colas Rail expects all the suppliers and any subcontractors it engages to respect and conform to its fundamental values as conditions for mutual business. The products and services it procures include, but are not limited to: construction material and supplies; tools; specialised labour for on-site works; fuel and engineering supplies, materials and equipment.

In 2019, we identified our labour supply chain as a potential high risk for human rights abuses and have taken steps to assess and manage this risk and will continue to do so in 2020. For any new direct labour contracts or as a package of works, we asked suppliers to complete a modern slavery risk assessment questionnaire to identify the potential risk areas. This will inform our conversations with our labour supply chain in 2020 and work in partnership to mitigate risks.

In the Urban division, we engaged with our supply chain on the topic of modern slavery through the Supplier Relationship Management (SRM) programme. As part of this, we as a minimum checked that suppliers had a Modern Slavery Policy in place.

We continue to require any new suppliers to engage with and respond to our Sustainability Statement of Expectations. Through this process, we are embedding Bouygues' CSR Charter for Supplier and Subcontractors where we require the supplier to comply with the principles of the United Nations Universal Declaration of Human Rights and the Fundamental Conventions of the International Labour Organisation (ILO).

Recognising the importance of engaging in partnership with the wider supply chain in eradicating human rights abuses in the railway industry, Colas Rail worked in partnership with RSSB and RISQS to establish a working group to obtain a greater level of transparency across the railway industry supply chain on modern slavery risks. This working group will continue into 2020.



UNITED KINGDOM

Training & Recruitment

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chain and business, Colas Rail provides training to its staff. The following training was delivered in 2019:

- Managerial staff were trained by legal experts on the Group Code of Ethics and associated compliance programmes. Since the training began we have trained 91% of managerial staff and this training will continue in 2020; and
- As part of UK Anti-Slavery Day, we conducted internal and external awareness training to both office and site staff, ensuring that our high risk area of labour was covered within the Infrastructure Division.

Colas Rail has always been committed to preventing slavery and human trafficking in its business and supply chains. It has a zero tolerance to modern slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps, which Colas Rail has taken to combat slavery and human trafficking for the financial year ending 31st December 2019.

This statement has been approved by the Executive Committee of Colas Rail.

A handwritten signature in black ink, appearing to read "JP Bertrand", written over a horizontal line.

Jean-Pierre Bertrand
Chief Executive Officer



Modern Slavery Act Compliance Statement

Introduction

The Modern Slavery Act 2015 (the "Act") mandates that Colas Rail Ltd. ("Colas Rail") prepares a slavery and human trafficking statement for each financial year.

Slavery and human trafficking, in their various forms and guises, are crimes in the United Kingdom and in much of the world, yet regrettably, they continue to exist. Many businesses unintentionally encourage slavery and human trafficking through the procurement of products and services from their supply chain, which have been sourced, manufactured and secured without recognition of the conditions under which individuals have been forced to deliver.

Acknowledgment and Commitment

Colas Rail is a market leading railway infrastructure services business that promotes and upholds the highest standards of ethical conduct and it expects its supply chain to commit to the same. Colas Rail is dedicated to operating in a business environment free from slavery and human trafficking; yet it recognises that its truly diverse business and international supply chain are at risk of facilitating such crimes.

Colas Rail is part of the Colas Group, a global leader in infrastructure construction and maintenance, which in turn is part of the French multi-national Bouygues Group. The railway division is one of the world's leading providers of rail infrastructure services. In the UK, Colas Rail combines the engineering skills of all our specialist businesses to provide total solutions in all aspects of railway infrastructure, from high-speed rail systems to light and urban rail. Colas Rail is also a national freight operator. It offers a full range of services, supported by a 24-hour control centre based at Rugby. The company's head office is based in the heart of London with depots at Rugby, Crewe, Bristol, Manchester and Plymouth.

Organisation's Structure

Colas Rail employs over 1200 staff and its business is split into 3 divisions:

- **Infrastructure** undertakes all railway construction, maintenance and design and survey activities for Network Rail
- **Services** consists of our Freight activities and Plant activities such as On-Track Machines, Rail Grinding services and Strategic plant services
- **Urban** is dedicated to urban rail construction and maintenance.

Policies & Due Diligence on Slavery and Human Trafficking

Colas Rail is committed to ensuring that it is taking the necessary steps to ensure that there is no modern slavery present in its business and supply chain. As part of the wider Bouygues Group, Colas Rail continues to subscribe to the Group's Code of Ethics and seeks to comply with the principles of the UN Global Compact, the UN Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organisation. The Group's Code of Ethics is readily available to all staff.



The Group Code of Ethics has recently been revised and the Group's Whistleblowing policy, part of the Code, now explicitly covers human rights abuses.

The Group Code of Ethics is cascaded down to Colas Rail and the requirements of the Whistleblowing Policy reflected in our own Whistleblowing Procedure, which is readily available to all staff. In 2018, we have had no breaches of human rights abuses raised.

Supply Chain

Colas Rail procures a variety of goods and services and manages a complex supply chain of suppliers, around 1300 in 2018. The company expects all suppliers and any subcontractor engaged by the company to respect and conform to its fundamental values as conditions for mutual business. The products and services it procures include, but are not limited to: construction material and supplies; tools; specialised labour for on-site works; fuel and engineering supplies, materials and equipment.

A key step in our human rights due diligence approach is supply chain mapping, which provided us with essential information on the nature and extent of our extended supply chains and allowed us to identify and prioritise high-risk areas. As we increase our understanding, we will work with our suppliers to mitigate any risk, undertake further desk research and supplement this with audits, where necessary. We have identified our labour supply chain as a potential high risk for human rights abuses and are taking steps to assess and manage this risk.

An example of these steps is within our Urban Division where we perform checks that our labour agency providers have a Modern Slavery policy and statement in place and thoroughly vet their operatives. The procurement team also conduct a supplier relationship audit annually where modern slavery compliance is checked. We will continue to roll out such checks across the business, learning from the processes currently in place.

We continue to require any new suppliers to engage with our Sustainability Supplier Statement of Expectations. Through this process, we are embedding Bouygues' CSR Charter for Supplier and Subcontractors where we require the supplier to comply with the principles of the United Nations Universal Declaration of Human Rights and the Fundamental Conventions of the International Labour Organisation (ILO).

Training & Recruitment

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chain and business, Colas Rail provides training to its staff. The following training was delivered in 2018 covering all staff levels across the organisation:

- Managerial staff were trained by legal experts on the Group Code of Ethics and associated compliance programme. This training will continue for any new staff.
- Refresher training was undertaken for the Colas Rail procurement teams on the Modern Slavery Act, the company's obligations under it and the issues of modern slavery in the construction sector. This was supplemented by the CIPS procurement managers undertaking the CIPS Ethical Procurement and Supply e-learning. The online training covered issues including human rights and forced labour in supply chains: the implications, the risks and how to eradicate it. The trainings increased Colas Rail's ability to recognise situations where we needed to consider modern slavery risks and to determine how best to respond. It will further enable us to engage the suppliers more effectively to assure ourselves that there is no slavery or human trafficking in our supply chain.



ON TRACK
FOR THE FUTURE

- A set of posters and toolbox talks for frontline staff was also developed. The purpose of which was to raise awareness of modern day slavery and the signs to look out for. In addition, it clarified the reporting process for when staff have a concern that someone is the victim of modern slavery. This was cascaded out to staff across all three divisions.

Colas Rail's recruitment process is transparent and reviewed regularly. The company communicates directly with candidates to discuss job opportunities via its recruitment team and to confirm the details of any offer made. Procedures are in place for the vetting of new employees and to ensure that it is able to confirm their identities, that they have the necessary paperwork in place to work in the UK and that they are paid directly into an appropriate personal bank account. Our Equality, Diversity and Inclusion (EDI) Procedure was updated in 2018 renewing our commitment to ensure that we do not facilitate modern slavery through our recruitment process. The procedure includes staff responsibilities relating to EDI across the business and the training, monitoring and complaints framework.

Colas Rail has always been committed to preventing slavery and human trafficking in its business and supply chains. It has a zero tolerance to modern slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps, which Colas Rail has taken in its 2018 financial year to combat slavery and human trafficking.

This statement has been approved by the Board of Directors of Colas Rail Ltd.

Jean-Pierre Bertrand
Chief Executive Officer



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Organisation's Structure

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Policies & Due Diligence on Slavery and Human Trafficking

Colas Rail is committed to ensuring that it is taking the necessary steps to ensure that there is no modern slavery present in its business and supply chain. As part of the wider Bouygues Group, Colas Rail continues to subscribe to the Group's Code of Ethics and seeks to comply with the principles of the UN Global Compact, the UN Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organisation.

Supply Chain

Colas Rail procures a variety of goods and services and manages a complex supply chain of around 1200 suppliers. The company expects all suppliers and any subcontractor engaged by the company to respect and conform to its fundamental values as conditions for mutual business. The products and services it procures include, but are not limited to: construction material and supplies; tools; specialised labour for on-site works; fuel and engineering supplies, materials and equipment.

As part of the Sustainability Statement of Expectations, that are now sent out to all new suppliers, we are also embedding Bouygues' CSR Charter for Supplier and Subcontractors where we require the supplier to comply with the principles of the United Nations Universal Declaration of Human Rights and the Fundamental Conventions of the International Labour Organisation (ILO).

Training & Recruitment

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chain and business, Colas Rail provides training to its staff. As part of its Sustainability Awareness Training, managerial-level staff and above continue to be briefed on the issue. In addition, all new starters are being briefed on the risks of modern slavery as part of the company's Corporate Induction.

Colas Rail's recruitment process is transparent and reviewed regularly. The company communicates directly with candidates to discuss job opportunities via its recruitment team and to confirm the details of any offer made. Procedures are in place for the vetting of new employees and to ensure that it is able to confirm their identities, that they have the necessary paperwork in place to work in the UK and that they are paid directly into an appropriate personal bank account.

Colas Rail has always been committed to preventing slavery and human trafficking in its business and supply chains. It has a zero tolerance to modern slavery and human trafficking.

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Chief Executive Officer
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Organisation's Structure

Colas Rail Ltd. employs around 1200 staff and its business is split into 3 divisions:

- **Colas Rail Infrastructure** gathers all railway construction and maintenance activities for Network Rail and also includes our internal labour supplier PSS.
- **Colas Rail Services** consists of our Freight activities and Services activities such as On-Track Machines, Rail Grinding services and Strategic plant services. Our Design and Survey team also forms part of this division.
- **Colas Rail Urban** is dedicated to urban rail construction and maintenance.

Policies & Due Diligence on Slavery and Human Trafficking

Colas Rail is committed to ensuring that it is taking the necessary steps to ensure that there is no modern slavery present in its business and supply chain. As part of the wider Bouygues Group, Colas Rail subscribes to the Group's Code of Ethics and seeks to comply with the principles of the UN Global Compact, the UN Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organisation.

Furthermore, Colas Rail has included boilerplate clauses in all of its standard contracts to require that its suppliers comply with the Modern Slavery Act. In addition, where the company procures products or services from safety critical suppliers or Network Rail suppliers, these are assessed and approved via the RISQS system, which assesses compliance to the Modern Slavery Act, among other requirements.

In addition, Colas Rail has reviewed and updated its Diversity & Inclusion Policy to further strengthen its commitment internally against modern slavery. It has also updated its Whistleblowing Policy so that it

specifically refers to allegations about slavery and human trafficking, to encourage people to raise concerns of this nature.

Supply Chain

Colas Rail procures a variety of goods and services and manages a complex supply chain of around 1200 suppliers. The company expects all suppliers and any subcontractor engaged by the company to respect and conform to its fundamental values as conditions for mutual business. The products and services it procures include, but are not limited to: construction material and supplies; tools; specialised labour for on-site works; fuel and engineering supplies, materials and equipment.

Colas Rail has also prepared a Slavery and Human Trafficking Policy Statement setting out its commitment and requirements against modern slavery in its business and supply chain. This Statement has been cascaded out to the Colas Rail supply chain.

Colas Rail has also begun to evaluate its suppliers to identify potential risk hot spots. One risk area identified is in the procurement of Personal Protective Equipment ('PPE') as the majority of garment manufacturers are based in countries such as Bangladesh, China, etc. where there are varying levels of human rights standards. A Modern Slavery self-certification questionnaire was sent out to these suppliers to evaluate the extent of the risk and Colas Rail will be working with the appointed supplier to manage any identified risks.

Training & Recruitment

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chain and business, Colas Rail provides training to its staff. As part of its Sustainability Awareness Training, managerial-level staff and above are being briefed on the issue. In addition, all new starters are being briefed on the risks of modern slavery as part of the company's Corporate Induction.

Colas Rail's recruitment process is transparent and reviewed regularly. The company communicates directly with candidates to discuss job opportunities via its recruitment team and to confirm the details of any offer made. Procedures are in place for the vetting of new employees and to ensure that it is able to confirm their identities, that they have the necessary paperwork in place to work in the UK and that they are paid directly into an appropriate personal bank account.

Colas Rail has always been committed to preventing slavery and human trafficking in its business and supply chains. It has a zero tolerance to modern slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps which Colas Rail has taken in its 2016 financial year to combat slavery and human trafficking.



Jean-Pierre Bertrand
Chief Executive Officer
Colas Rail Limited