

## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

In a world undergoing constant change, VINCI Energies focuses on connections, performance, energy efficiency and data to fast-track the rollout of new technologies and support two major changes: the digital transformation and the energy transition.

Keeping pace with market change, VINCI Energies supports its customers by offering increasingly innovative solutions and services, from design to implementation, operation and maintenance.

With their strong regional roots and agile organisational structure, VINCI Energies' 1,600 business units boost the reliability, safety and efficiency of energy, transport and communication infrastructure, factories and buildings.

All group companies share a mutual code of ethics and conduct, the code is delivered by the Director and Chief Executive Officer of the VINCI Group. Principles in the code of ethics and conduct are reflected within our vision of developing a modern slavery statement.

VINCI Energies UK & RoI takes its responsibility to avoid and mitigate any modern slavery in its operations extremely seriously.

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### **Within VINCI Energies UK & RoI**

VINCI Energies commitment is to recruit, retain and take care of our employees. Internally, robust and transparent recruitment processes are in place and we are engaged with approved suppliers and partners to fulfil our workplace requirements. Any temporary employees or contractors that have been engaged on our behalf are required to adhere to our Anti Bribery Policy.

We carry out Right to Work and Pre-Employment checks on all employees joining our organisation to ensure that we are able to confirm their identities. We also ensure that bank account details are accurate and belong to the employee – never a third party and that they are paid directly into an appropriate personal bank account. Any discrepancies are acted upon and investigated as appropriate. In 2017, no discrepancies or problems have been reported.

VINCI Energies UK & RoI has controls within their organisation including a Code of Ethics, Code of Conduct, Human Rights, the VINCI Manifesto, and the Employee Handbook including the whistleblowing policy which encourages employees to report concerns to management and management are expected to act on them. Future steps include focusing on the digitalisation of business systems thus allowing the group to strengthen the communication of these controls, empowering and giving responsibility to employees to minimise risks.

VINCI Energies UK & RoI is committed to ensuring that all employees are adequately trained in these key areas through both onboarding/induction for new employees and ongoing training for all employees. More recently, a digital learning platform has also been adopted to include key training sessions on awareness in topics such as Modern Slavery, Anti-Bribery and Whistleblowing which employees can access anywhere, any time.

During 2017 the Company has gone through significant growth and is committed to ensuring that all newly acquired Companies are aligned to the VINCI Energies UK & Rol working practices, including access to key policies and training during integration.

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### **Within VINCI Energies UK & Rol's supply chain**

VINCI Energies UK & Rol understand that it is critical to the success of our modern slavery strategy and policy to engage with our supply chain to ensure they also adopt the same high standards within their business in this regard.

VINCI Energies UK & Rol sets the strategic framework, expresses its convictions and employs the operating methods across its business units to achieve its objectives. The board are committed to ensuring that all business units within the group are implementing the processes and policies to ensure that their suppliers have taken steps to ensure that slavery and human trafficking is not taking place in any part of their business. Among these policies are a Supplier Code of Conduct to ensure that they are also taking the appropriate steps to comply with the Modern Slavery Act 2015.

During 2017, we have undertaken a full analysis of our existing supply chain along with new suppliers to identify any potential human rights risks. Throughout 2017, audits on suppliers and due diligence have not revealed any concerns relating to human trafficking or risk of modern slavery.

Within the DNA of the VINCI Energies Group is the network that enables collaborative working, and sharing best practices. We know that if the group is to achieve its objectives and if its principles are to be put into practice, everyone must be engaged, every day, in the actions that sustain these policies, and the board of VINCI Energies UK & Rol are committed to reviewing our progress annually.

VINCI Energies is committed to embedding continuous improvement practices within our group and this forms the foundation for the VINCI Energies 'Way of Life'.

This statement has been approved by the board of directors of VINCI Energies UK Holding Ltd and is made in accordance with Section 54 (1) of the UK Modern Slavery Act 2015 and constitutes our Modern Slavery Statement for the financial year end 31<sup>st</sup> December 2017.



**Rochdi ZIYAT**  
**CEO – VINCI Energies UK & Rol**

*11 April 2018*