

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

1. Company Approach

- 1.1. At VINCI Energies, we provide the engineering that connects the United Kingdom and Republic of Ireland's electrical, communication and industrial networks.
- 1.2. We support the energy grid, delivering and managing power across the UK and RoI, and we improve the energy efficiency of business. We optimise factories' internal networks through the smart industry revolution and deliver innovative solutions for automation. Last but not least, our local specialists enable the UK and RoI's ICT networks, supporting secure communications of voice, video and data.
- 1.3. VINCI Energies UK & RoI is a growing network of engineer-led, agile business units. Each business unit is autonomous and specialised to local customer and sector needs. They have the added advantage of being backed by VINCI Energies' global network of engineering expertise and specialists, strengthening the service they provide to customers.
- 1.4. All Companies within the VINCI Energies UK and ROI Group share a mutual code of ethics and conduct. The Code is governed by the board of directors, who shall supply leadership from the top down and lead by example.
- 1.5. VINCI Energies UK and RoI has a zero tolerance to modern slavery in all forms and understands its responsibility to understand the risk in both its business and supply chain. We respect the United Nations Global Compact and adhere to the ten principles covering human rights, employment regulations and anti-corruption.

2. Within VINCI Energies UK and RoI

- 2.1. VINCI Energies UK and RoI has a commitment to recruit, retain and take care of our employees. As part of the Employee Handbook the following policies are set out to ensure we combat any violation of human rights and modern slavery.
 - Code of Ethics and Conduct
 - Anti Bribery and Corruption
 - Recruitment and Selection
 - Equal Opportunities
 - Whistleblowing
 - VINCI Manifesto

- 2.2. VINCI Energies 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 check bank details to ensure they are accurate, belong to the employee (and not a third party) and that they are paid directly into an appropriate personal bank account. Any discrepancies are investigated and the appropriate action taken. In 2018 no discrepancies have been reported.
- 2.3. Any recruitment activities involving third parties are carefully monitored to ensure that VINCI Energies UK and RoI only works with reputable recruitment agencies. No issues have been identified in 2018.
- 2.4. Employees are encouraged to report any areas of concern they may have. All reports received shall be treated seriously and in confidence where appropriate. No reports have been received in 2018.
- 2.5. VINCI Energies UK and RoI is committed to ensuring that all employees have adequate training at Induction and at regular intervals throughout employment to ensure compliance with all relevant policies in line with modern slavery and human trafficking.

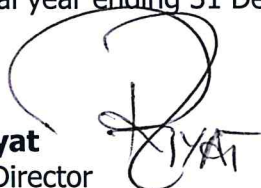
3. Supply Chain

- 3.1. VINCI Energies UK and RoI understands that it is critical to the success of our modern slavery strategy and policy to engage with our supply chain to ensure they adopt the same high standards within their business in this regard.
- 3.2. VINCI Energies UK and RoI sets the strategic framework, expresses its convictions and employes operating methods across its business untis 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 modern slavery and human trafficking is not taking place in any part of their business.
- 3.3. During 2018, we have has undertaken full analysis of its existing supply chain and its audits and due diligence have not revealed any concerns relating to modern slavery or human trafficking. Throughout 2018, audits on suppliers and due diligence have not revealed any concerns relating to human trafficking or risk of modern slavery.

4. Summary

- 4.1. 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 and Human Trafficking Statement for the financial year ending 31 December 2018.

Rochdi Ziyat
Managing Director
28th February 2019

A handwritten signature in black ink, appearing to read "Rochdi Ziyat", written over a large, stylized circular scribble.