



## Modern Slavery Act 2015: Slavery and human trafficking statement

This statement has been prepared for Egis Group (hereinafter the "Group" or "we) pursuant to section 54(1) of the UK's Modern Slavery Act 2015 in respect of the financial year 2017 and at of the date of this statement.

This statement describes the steps the Group took in 2017 and 2018 to ensure modern slavery or human trafficking does not take place in any part of its business or in its supply chains. This statement will be updated following 2018 to embrace the full financial year.

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As a group providing consultancy, engineering and operating services in the areas of transport, urban development, construction, industry, water, environment and energy, Egis Group supports its clients, both in France and throughout the world, from the inception phases of their projects to and beyond completion. In some cases, Egis may also be an investor in the projects in which it is involved; you can find further details on [www.egis.fr](http://www.egis.fr)

1. Our Group Code of integrity and the Egis Human Resources Management Code set out our commitment and our standards to be complied with by every Egis Group employee, to acting ethically and with integrity in all our business relationships. We expect our employees to abide by the law, observe regulations and comply with our internal guidelines, policies and procedures. We have sought to embed this across the Group via compulsory online training for all our employees. Our Code of integrity is available in eight languages: French, English, Spanish, Portuguese, Polish, Romanian, Arabic and Hindi.
2. Our Supply Chain Policy Statement, "Partnering with our own supply chain", sets out our commitment to partnering with our supply chain in a manner consistent with our values on quality, safety, integrity and sustainability. In addition to due diligence with respect to our counterparts, we require our partners and suppliers to warrant and to undertake that they shall perform their obligations as follows :
  - ✓ adhering to our commitment to protecting the health, safety and security of employees, clients and others who could be affected by their activities;
  - ✓ respecting the human rights of their employees; and
  - ✓ paying employees a fair wage and providing adequate working conditions.

Our policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing effective systems to ensure modern slavery or human trafficking does not take place throughout our supply chains.

3. These commitments are reinforced through our contractual standard terms and conditions in which:
  - ✓ Our partners and suppliers shall perform their obligations in compliance with applicable Laws and shall maintain their own policies and procedures to ensure compliance with our "Partners-Code of



Integrity, available on our website: <https://www.egis-group.com/action/news/egis-publishes-its-code-integrity>,

- ✓ In the event of any breach especially concerning compliance with Laws, we reserve the right to terminate agreements by written notice with immediate effect.
- 4. Furthermore, the Group has launched in August 2018, a whistleblowing system available to Egis' Employees as well as external and occasional staff. This platform enables amongst others the collection of reports of facts or situations in breach with Egis' Code of Ethics or Code of Integrity.
- 5. Finally, as part of its culture of integrity, the Group has adhered to the principles of UN Global Compact which put a strong focus on human rights and compliance with the highest standards in labour law.

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We are committed to strengthen our practices to counter slavery and human trafficking, both pertinent issues on the global stage, whether this is through more specific training for our employees, or by ensuring that we continue to create awareness amongst the business of what we can do to prevent it.

The Board of directors of our holding company Egis SA has overall responsibility to ensure our policies comply with our legal and ethical obligations. Our teams are involved in the implementation of the policies, the monitoring of its use and effectiveness in all our activities.

16 November 2018

Nicolas Jachiet  
Chairman & Chief Executive Officer, Egis