

## Modern Slavery Act 2015

### Slavery and human trafficking statement

Egis Group (hereinafter the “Group” or “we”) prepared this statement pursuant to section 54(1) of the UK’s Modern Slavery Act 2015 in respect of the financial year 2019, and at of the date of this statement. Egis Group’s policies and initiatives against slavery and human trafficking are also in line with the UK Government’s [Guide on Tackling Modern Slavery in Government Supply Chains](#), issued on September 2019, and the UK Government’s [Modern Slavery Statement](#), published in March 2020.

Our statement details the steps the Group took since 2018 to ensure modern slavery and human trafficking crimes are not committed in any part of our business or our supply chains. The Group will update this statement at the beginning of year 2021 to cover the full financial year 2020.

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 completion and beyond. In some instances, Egis acts as an investor in the projects in which it is involved. You can find further details on [www.egis.fr](http://www.egis.fr).

As set out in our Group Code of integrity and the Egis Human Resources Management Code, each and every Egis Group employee is expected to comply with our commitments and standards, obey the law, observe regulations and guidelines, and act ethically and with integrity in the scope of all our business relationships. Egis Group broadly incorporated these principles into the Group’s processes, especially through mandatory online trainings that all our employees shall complete. The Group’s code is available in eight languages: French, English, Spanish, Portuguese, Polish, Arabic and Hindi.

Our Supply Chain Policy Statement, “Partnering with our own supply chain”, sets out our commitment to collaborating with our supply chain in a manner that is consistent with our values pertaining to quality, safety, integrity and sustainability. In addition to our due diligence processes, operated with respect towards our counterparts, we require our partners and suppliers to warrant and to undertake that they shall perform their obligations as follows:

- ✓ adhere to our commitment to protecting the health, safety and security of employees, clients and others who could be affected by their activities;
- ✓ respect the human rights of their employees; and
- ✓ pay employees a fair wage along with 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 and human trafficking crimes are not committed in the scope of our activities.



The Group reinforced these commitments with its contractual standard terms and conditions, which provides that:

- 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, Egis Group reserves the right to terminate agreements by written notice with immediate effect.

Furthermore, since 2018, the Group relies on a whistleblowing system available to Egis Group employees as well as external and occasional staff. Among other features, this platform enables the collection of reports, facts or situations in breach with Egis' Code of Ethics or Code of Integrity.

The Group has also implemented "Progress" an IT tool (i) allowing every employee to report all types of incidents and, (ii) allowing the Group to gather at any time consistent data on the incidents reported. This tool is utilised to monitor the progress of action plans and risks mitigation plans.

We are committed to strengthening our practices to counter slavery and human trafficking, whether through the development of more efficient and tailored training programs for our employees, or the increase of awareness raising activities focused on Egis efforts against those crimes.

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, monitoring and effectiveness of the policies.

15 October 2020

A handwritten signature in black ink, appearing to read 'Laurent Germain', written over a horizontal line.

Laurent Germain  
Chief Executive Officer, Egis