

## Modern Slavery Statement

Assystem Energy & Infrastructure Limited is an engineering consultancy based in the UK with an international supply chain delivering goods and services within the nuclear, transportation, aerospace, gas turbines and automotive sectors. We are committed to continuously developing our culture and processes to combat slavery and human trafficking within our supply chain and within our business.

### **Our Slavery Policy**

Our Slavery Policy demonstrates our commitment to acting ethically and with integrity in all of our business relationships. We implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place in any part of our UK or international supply chain. We have developed a dedicated business culture to mitigate the risks of modern slavery which is built upon the support of our commercial, quality, human resources, procurement and sales departments.

### **Policies and Processes**

Assystem continues to operate a number of additional policies and processes to ensure that business is conducted in an ethical and transparent manner which includes:

1. Recruitment Process. We operate a robust recruitment process, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing Policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
3. Code of Business Conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.
4. Company Written Instruction – Purchasing Procedures. We maintain an approved supplier list and perform due diligence on all suppliers before granting them status to become an approved supplier. Suppliers are formally contracted to adhere to the provisions of the Modern Slavery Act 2015; any breach of this entitles Assystem to terminate the contract with the Supplier.

### **Compliance and training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and within our business, we provide individual training for our staff with respect to appropriate legislation and the implementation of necessary policies and procedures. We also require our business partners to provide training to their staff, suppliers and providers to allow consistent compliance throughout the supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Assystem's slavery and human trafficking statement for financial year ending 31<sup>st</sup> December 2019. This statement has been approved by the Executive Team and the Board of Directors and will be reviewed annually.

**For and on behalf of Assystem Energy & Infrastructure Limited,**

Dave Caunce, Director

Date:

15/01/2019