

Modern Slavery and Human Trafficking Policy Statement

For the United Kingdom

Introduction

This statement sets out Furrer+Frey's actions to understand potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

The organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chain

This statement covers the activities of Furrer+Frey in the UK.

Furrer+Frey were founded in 1923 and for over 90 years have been creating and developing systems. We plan, design and built electrification systems for public transport, including: railways, light rail, metro systems trams and buses. We are consultants, designers, contractors, provide electrification design software, trained engineers service, overhead line measurement aids and simulation software. We use a European based supply chain to support our projects who are regularly audited as part of our normal quality management system.

Countries of operation and supply

This policy statement covers our work and supply in the United Kingdom. However, our supply chain is based in several European countries.

The organisation's anti-slavery initiatives is as follows:

- **Policies:** Our UK quality management system is reviewed annually in a UK management review and includes a review of best practice and adapting to the needs of the company. Modern Slavery forms part of our supplier selection in the UK in our supplier assessment processes. These policies are also supplemented by our UK employee handbook that directs the behaviour of UK staff and protects whistleblowing.
- **Risk assessments:** We undertake a thorough internal assessment of our supply chain in line with the requirements of our ISO 9001:2015 accreditation. A corporate level risk assessment of our UK business is carried out annually.
- **Provision of legal information:** Furrer+Frey use an external consultancy, Greenspace, to keep us update of any change in the legislation and requirements that could have an impact on our operations in the UK. We are provided with periodic updates and implement the relevant requirements if/when applicable.
- **Training:** We make sure that our employees understand the risks associated with human trafficking and modern slavery during their induction period in the UK. We also receive a legal update training annually from our legal consultants with specific focus on contracts, human resources and procurement to all UK staff. This allows Furrer+Frey to always be informed of what our company needs to do to prevent human trafficking and modern slavery. Where relevant this will also be passed on to suppliers. If any periodic updates, best practice are identified these are briefed to staff in our periodic briefings.

The company has assessed whether or not particular activities or countries are high risk in relation to slavery or human trafficking. This also forms part of our due diligence.

Furrer+Frey have reviewed the risk related to human trafficking and forced labour associated from our supply base. Our supply chain is from Europe, but as part of our annual management review if specific issue was raised then this would be raised with our suppliers. We also review with stakeholders where appropriate and this forms part of our supplier assessment form as part of the Quality Management System as per our ISO 9001:2015 accreditation.

Approval

This statement has been approved by

Noel Dolphin



Director Furrer+Frey GB –

Reviewed : July 2018