

MODERN SLAVERY ACT TRANSPARENCY STATEMENT 2018

INTRODUCTION

This statement is made on behalf of the boards of ALSTOM Transport UK Limited, ALSTOM NL Service Provision Limited, West Coast Service Provision Limited and West Coast Traincare Limited with regards to the Modern Slavery Act 2015 which requires companies with turnovers in excess of £36million to be transparent about their efforts to eradicate Slavery and Human Trafficking in their supply chain.

In accordance with the Act, this statement articulates our policies and practices around recognising and preventing human trafficking and slavery in the global supply chain.

As a promoter of sustainable mobility, Alstom develops and markets systems, equipment and services for the transport sector. Alstom offers a complete range of solutions (from high-speed trains to metros, tramways and e-buses), passenger solutions, customised services (maintenance, modernisation), infrastructure, signalling and digital mobility solutions. Alstom is a world leader in integrated transport systems.

PRINCIPLES

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains.

Alstom has a **Code of Ethics** that applies to every employee and which is designed to promote honest and ethical conduct with all stakeholders. The Code of Ethics prescribes fundamental rules of conduct, relating in particular to full compliance with laws, regulations and requirements in all countries where Alstom operates.

Alstom has a **Sustainability & Corporate Social Responsibility Policy** endorsed in January 2018 by Henri Poupart-Lafarge, Chairman & CEO of Alstom.

Alstom is a member of the United Nations Global Compact initiative and commits itself to a continuous improvement approach with our suppliers and contractors outlined in our **Ethics and Sustainable Development Charter for Alstom's Suppliers and Contractors** which was expanded and updated in October 2017.

LABOUR STANDARDS

Alstom's suppliers and contractors shall in particular, and in compliance with our Charter for Ethics and Sustainable Development, comply with the following:

- Eliminate all forms of illegal, forced or compulsory labour;
- Eliminate child labour; Alstom's suppliers and contractors shall not employ persons not having reached the minimum age required for work and shall never support the use of child

labour, except as part of an official government approved educational youth training scheme;

- Eliminate discrimination of any kind in respect of employment and occupation;
- Comply with applicable laws and regulations related to maximum working hours and minimum days of rest;
- Comply with applicable laws and regulations related to the minimum level of wage;
- Respect the freedom of association for their employees, in compliance with applicable laws;
- Comply with applicable laws and regulations related to redundancy.

IMPLEMENTATION AND CONTINUOUS IMPROVEMENT


As part of our commitment to combating modern slavery and human trafficking, we have implemented the following within our organisation:

- Our Sourcing Director UK & Ireland continues to oversee the implementation of policies and procedures related to our Modern Slavery Act Transparency Statement.
- Our Sustainability Manager UK & Ireland continues to contribute through the development of a specific Alstom UK & Ireland Sustainability Strategy.
- Our current sourcing policies and contracts refer to the Alstom Charter for Ethics & Sustainable Development and every supplier is requested to sign this. Over 90% of suppliers have signed to date but the rules still apply to all.
- All our supplier and contractor contracts contain the right to be assessed or audited by Alstom or by a third party mandated by Alstom on the principles defined in the Ethics and Sustainable Development Charter for Alstom's Suppliers and Contractors.
- **Evaluation of our Sustainability performance by independent third parties:** Alstom's sustainable development performance was assessed by Ecovadis in January 2016 and achieved the highest possible recognition by obtaining "Gold" status. Alstom is ranked amongst the 5% best-rated companies on this platform.
- **Alstom's Vigilance Plan** is due to be published in 2018 as part of the French law on Duty of Vigilance. This plan will present the measures implemented and assess the efficiency of Alstom's actions regarding human rights, health, safety and environmental issues. For this plan, a Human Rights Risk Mapping is under development as well as appropriate actions and tools to include audits on living conditions and labour rights of subcontractors.

APPROVAL

This Statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes our Modern Slavery Act Transparency Statement for the financial year commencing 1st April 2017 ending 31st March 2018.

This Statement has been approved by ALSTOM Transport UK Limited, ALSTOM NL Service Provision Limited, West Coast Service Provision Limited and West Coast Traincare Limited.



Olivier Quindos,
Sourcing Director UK & Ireland



Nick Crossfield,
Managing Director UK & Ireland

Copies of Alstom Code of Ethics, Alstom Ethics and Sustainable Development Charter for Alstom's Suppliers and Contractors and Sustainability & Corporate Social Responsibility Policy are available on the Alstom website (www.alstom.com) or on request.