



## LEGAL & COMPLIANCE

48 rue Albert Dhalenne  
93400 Saint-Ouen-sur-Seine (France)  
Tél. : +33 (0)1 57 06 90 00  
Fax : +33 (0)1 57 06 96 66  
www.alstom.com

**Business & Human Rights Resource Centre**  
**Saskia Wilks (EU/Western Europe Researcher)**  
**Johannes Blankenbach (EU/Western Europe Senior**  
**Researcher & Representative)**

Saint-Ouen-sur-Seine, April 05, 2024

RE: report by Ethical Trading Initiative Sweden Human rights, highlighting alleged human rights risks linked to the production of trains and trams in China.

We refer to your email of Wednesday 3 April 2024 and your invitation to respond to a report by Ethical Trading Initiative Sweden, which highlights alleged human rights risks, including forced labour risks, linked to the production of trains and trams in China.

Alstom applies the highest standards of ethical and legal conduct and confirms it is committed to act in full compliance with all applicable laws and regulations wherever it operates in the world. As stated in its Code of Ethics, it is Alstom's policy to support and respect the protection of internationally proclaimed human rights, to fully comply with the United Nations Universal Declaration of Human Rights and with the International Labour Organisation's Fundamental Conventions. Alstom supports the elimination of all forms of illegal, forced or compulsory labour, in particular child labour. Illegal, forced, or compulsory labour by Alstom's suppliers and contractors is strictly prohibited.

Alstom has ownership interests in a number Joint Ventures in China. Some of these Joint Ventures are controlled by Alstom and others are not.

Where a Joint Venture is controlled by Alstom, the Joint Venture applies Alstom's Code of Ethics and policies and charters to ensure compliance with applicable law and recognised international standards regarding human rights and working conditions, including:

- Alstom Anti-Discrimination and Anti-Harassment Policy
- Alstom Sustainable Procurement Policy
- Alstom Sustainability and Corporate Social Responsibility Policy
- Alstom Environment, Health and Safety Policy
- Alstom Ethics and Compliance Policy - Alstom Diversity and Inclusion Charter
- Alstom Ethics and Sustainable Development Charter for Alstom's Suppliers and Contractors

Alstom sets the same requirements for ethical business conduct to its suppliers.

Where a Joint Venture is not controlled by Alstom, such Joint Ventures are expected to implement and apply all of the same legal requirements and principles contained in the Alstom Code of Ethics. Any Joint Venture that does not adopt such rules and principles will be subject to further scrutiny and appropriate corrective actions.



Following the release of the reports by Ethical Trading Initiative Sweden, Alstom wishes to reiterate that to date no indications of incidents have been reported for the sites and suppliers involved in Alstom projects.

Alstom has launched a specific review of working conditions in the facilities mentioned in the report. We will continue to monitor the case so as to ensure full compliance with applicable laws and our Code of Ethics.

Inge De Venter  
Group Chief Compliance Officer

A handwritten signature in blue ink, consisting of a large, stylized initial 'I' followed by a series of loops and a horizontal line at the bottom.