



EXPLEO TECHNOLOGY UK LIMITED – STATEMENT UNDER SECTION 54(1) OF THE MODERN SLAVERY ACT

Introduction

This statement reinforces Expleo Technology UK Limited's continued commitment to the prevention of Modern Slavery in all its forms and actions to understand all potential modern slavery risks related to its business. Expleo has 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 Modern Slavery Act (Act) is an important piece of legislation that was passed into law by the UK Parliament in 2015. The objective of the Act is to encourage greater transparency for consumers and amongst businesses about steps taken to combat slavery and human trafficking within businesses and their supply chains.

As part of the Quality Assurance Industry, it is important for us to be known not just by 'what we do' but also by 'how we do'. We are absolutely committed to preventing slavery and human trafficking in our corporate activities and to ensuring that our supply chains are free from it.

Our Business

Expleo Technology UK Limited offers niche services in quality management and testing. We believe it's not just about testing, it's about peace of mind. We understand business's need to deliver IT change quickly, accurately and with confidence, and understand the importance of IT to the business, the critical nature of successful IT delivery, and the role it plays in realising the strategic business objectives.

Our approach, not only provides peace of mind, it considers how we can best support the long-term business goals, whatever they may be by:

- ✓ Reducing costs
- ✓ Reducing risk
- ✓ Protecting the customers brand and reputation
- ✓ Assuring system functionality
- ✓ Providing customer confidence
- ✓ Demonstrating compliance against regulations and/or business requirements

Our core values are:

Passion for quality: We inspire our customers through thought leadership, excellence and dedication.

Professional partnership: As an independent partner and adviser we give our customers confidence.

Employees Excellence: We meet with respect and attention, trust each other and develop our abilities together. It's everyone's responsibility to secure our success as a global service company.

Responsibility: As an achievement orientated company we are obliged to align all our actions on a long-term basis in order to increase the value of our company to our shareholders and employees.



Honesty and integrity: We collaborate honestly with one another and put special value on sincerity, justice, trustworthiness as well as civil courage. We are not corruptible and we are not guided by outside threats and temptations.

Organisation structure

The Expleo Group of companies operates in 30 countries around the world. Expleo Technology UK Ltd has offices in London and Belfast with a subsidiary, Expleo Technology Ireland Limited located in Dublin.

Our Supply chain

Our supply chain includes sourcing services and people. We use specified, reputable employment agencies to source labour, and always verify the practices of any new agency it engages with prior to accepting resources. We have zero tolerance towards slavery and human trafficking and expects all organisations in our supply chain to comply with our values. We regularly review our existing suppliers and undertake due diligence when considering taking on new suppliers.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business. Our company policies, as below, reflect our commitment to conducting our business ethically and with integrity. We engage in responsible employment practices at all times. Our policies are written to support implementation and enforcement of effective systems and controls to prevent the occurrence of slavery or human trafficking related issues in any of our operations.

- ✓ Code of Conduct
- ✓ Recruitment Policy
- ✓ Whistleblowing Policy
- ✓ Anti-Bribery and Corruption Policy

Due diligence processes for slavery and human trafficking

We undertake the following initiatives to identify and mitigate modern slavery and human trafficking issues in its organisation.

- ✓ All suppliers are provided with our Code of Conduct
- ✓ Our contracts clearly state that suppliers must comply with applicable local laws and ensure that they are not involved in any ill-legal activities
- ✓ We regularly review our exiting suppliers and undertake appropriate due diligence actions when considering working with new suppliers
- ✓ We demonstrate effective payment systems to ensure a reliable supply chain

Training and Awareness

We have raised awareness of modern slavery issues by undertaking appropriate staff training and placing copies of this statement in appropriate locations in our offices. In line with our values, we empower our personnel to report any issues.



Management Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Expleo Engineering UK Limited's slavery and human trafficking statement for financial year ending 31st December 2020. This statement has been approved by the Board of Directors and will be reviewed annually.

For and on behalf of Expleo Technology UK Limited

A handwritten signature in black ink that reads "S Magennis". The signature is written in a cursive, flowing style.

Stephen Magennis - Managing Director



Modern Slavery Statement

Expleo Engineering UK Limited is an engineering consultancy based in the UK with an international supply chain delivering goods and services within the aerospace, gas turbines, transportation 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

Expleo Engineering 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 Expleo Engineering 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 the Expleo Engineering UK Limited slavery and human trafficking statement for financial year ending 31st 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 Expleo Engineering UK Limited,

Jeff Hoyle, Managing Director

Date: 30th June 2020