



Modern Slavery and Human Trafficking Statement

Expleo Technology UK Limited as a trusted partner for end-to-end integrated engineering, quality services and management consulting for digital transformation, understands the importance of being known not just by what we do but by how we do it.

At Expleo, we recognise that slavery and human trafficking is a hidden issue in society and we are committed to maintaining the highest ethical standards and to respect the fundamental human rights.

Our Business:

Expleo Technology UK Limited with offices in London and Belfast offers niche services in Quality Management and Consulting. We understand business' need to deliver IT change quickly, accurately and with confidence. We also 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 Supply Chain:

We have zero tolerance towards slavery and human trafficking and expect all organisations in our supply chain to comply with our values. We regularly review our existing suppliers and undertake due diligence before we engage with new suppliers.

Our Core values

We are guided by shared values of courage, excellence, collaboration, respect and accountability in all things we do.

- ✓ **Courage:** We are bold thinkers and doers, always ready to take on new challenges. We think of ourselves as entrepreneurs, matching creativity with vigilance.
- ✓ **Excellence:** We are united by a shared ambition: change the game, together. Continuous performance is both an objective and a mindset.
- ✓ **Collaboration:** Teamwork and emotional intelligence are what makes us stand out in a crowd. We stand shoulder to shoulder, with our clients and our peers, through good times and setbacks.
- ✓ **Respect:** We are a hive of different profiles, and we place a high value on openness and transparency. We show respect, always.
- ✓ **Accountability:** We are reliable. We celebrate our successes; we take responsibility and learn from our failures. This is why we protect our "right to fail" as an opportunity to bounce back and progress.

Our Policies:

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 business operations.

- ✓ **Code of Conduct:** This explains the manner in which we behave as an Organisation and how we expect

our employees, partners and suppliers to act.

- ✓ **Recruitment:** We operate a robust recruitment process which includes conducting right to work checks for all employees in the UK to prevent illegal working and to safeguard against human trafficking or individuals being forced to work against their will.
- ✓ **Whistleblowing:** Our whistleblowing policy enables all our employees to raise concerns if they suspect any malpractice within our business, supply chain and/or how the colleagues are treated without fear of reprisals.
- ✓ **Anti-Bribery:** We are committed to the highest standards of ethical conduct and integrity in our business activities. Our Anti-Bribery policy outlines the Company's position on preventing and prohibiting bribery, in accordance with the Bribery Act 2010.

Due Diligence

We perform due diligence by undertaking the following initiatives to identify and mitigate slavery and human trafficking issues within our supply chain and our business.

- ✓ All our core partners and suppliers are provided a copy of our Code of Conduct prior to utilisation of their services
- ✓ Our contracts clearly state that suppliers must comply with applicable local laws and ensure that they are not involved in any illegal activities
- ✓ We conduct due diligence when considering working with new suppliers by requesting copies of their business policies and code of conduct
- ✓ We regularly review our existing suppliers by requesting confirmation of their business practices

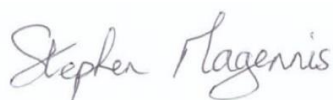
Compliance, Awareness and Training

To ensure a high level of understanding and raise awareness about modern slavery and human trafficking, we educate our staff about appropriate legislation and the implementation of necessary policies and procedures during the induction programme. A copy of our modern slavery and human trafficking statement is displayed in our offices.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Expleo Technology 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



Stephen Magennis
Managing Director, UK

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 2020. 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 2021