



Modern Slavery Act Compliance Statement

Introduction

The Modern Slavery Act 2015 (the "Act") mandates that Colas Rail Ltd. ("Colas Rail") prepares a slavery and human trafficking statement for each financial year.

Slavery and human trafficking, in their various forms and guises, are crimes in the United Kingdom and in much of the world, yet regrettably they continue to exist. Many businesses unintentionally encourage slavery and human trafficking through the procurement of products and services from their supply chain which have been sourced, manufactured and secured without recognition of the conditions under which individuals have been forced to deliver.

Acknowledgment and Commitment

Colas Rail is a market leading railway infrastructure services business which promotes and upholds the highest standards of ethical conduct and it expects its supply chain to commit to the same. Colas Rail is dedicated to operating in a business environment free from slavery and human trafficking; yet it recognises that its truly diverse business and international supply chain are at risk of facilitating such crimes.

Colas Rail is part of the Colas Group, a global leader in infrastructure construction and maintenance, which in turn is part of the French multi-national Bouygues Group. The railway division is one of the world's leading providers of rail infrastructure services. In the UK, Colas Rail combines the engineering skills of all our specialist businesses to provide total solutions in all aspects of railway infrastructure, from high speed rail systems to light and urban rail. Colas Rail is also a national freight operator. It offers a full range of services, supported by a 24 hour control centre based at Rugby. The company's head office is based in the heart of London with depots at Rugby, Crewe, Bristol, Manchester and Plymouth.

Organisation's Structure

Colas Rail employs around 1200 staff and its business is split into 3 divisions:

- **Infrastructure** undertakes all railway construction, maintenance and design and survey activities for Network Rail
- **Services** consists of our Freight activities and Plant activities such as On-Track Machines, Rail Grinding services and Strategic plant services.
- **Urban** is dedicated to urban rail construction and maintenance.

Policies & Due Diligence on Slavery and Human Trafficking

Colas Rail is committed to ensuring that it is taking the necessary steps to ensure that there is no modern slavery present in its business and supply chain. As part of the wider Bouygues Group, Colas Rail continues to subscribe to the Group's Code of Ethics and seeks to comply with the principles of the UN Global Compact, the UN Universal Declaration of Human Rights and the fundamental conventions of the International Labour Organisation.

Supply Chain

Colas Rail procures a variety of goods and services and manages a complex supply chain of around 1200 suppliers. The company expects all suppliers and any subcontractor engaged by the company to respect and conform to its fundamental values as conditions for mutual business. The products and services it procures include, but are not limited to: construction material and supplies; tools; specialised labour for on-site works; fuel and engineering supplies, materials and equipment.

As part of the Sustainability Statement of Expectations, that are now sent out to all new suppliers, we are also embedding Bouygues' CSR Charter for Supplier and Subcontractors where we require the supplier to comply with the principles of the United Nations Universal Declaration of Human Rights and the Fundamental Conventions of the International Labour Organisation (ILO).

Training & Recruitment

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chain and business, Colas Rail provides training to its staff. As part of its Sustainability Awareness Training, managerial-level staff and above continue to be briefed on the issue. In addition, all new starters are being briefed on the risks of modern slavery as part of the company's Corporate Induction.

Colas Rail's recruitment process is transparent and reviewed regularly. The company communicates directly with candidates to discuss job opportunities via its recruitment team and to confirm the details of any offer made. Procedures are in place for the vetting of new employees and to ensure that it is able to confirm their identities, that they have the necessary paperwork in place to work in the UK and that they are paid directly into an appropriate personal bank account.

Colas Rail has always been committed to preventing slavery and human trafficking in its business and supply chains. It has a zero tolerance to modern slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps which Colas Rail has taken in its 2017 financial year to combat slavery and human trafficking.



Jean-Pierre Bertrand
Chief Executive Officer
Colas Rail Limited
