

Modern Slavery and Human Trafficking Statement

HOCHTIEF (UK) Construction Limited (hereinafter referred to as "HOCHTIEF") is a Civil Engineering contractor, delivering complex infrastructure projects within the UK.

HOCHTIEF is fully committed to complying with the Modern Slavery Act 2015 and taking the necessary steps to prevent slavery and human trafficking in its corporate activities, and to ensuring that its supply chain is free from slavery and human trafficking.

This statement is supported by the HOCHTIEF Code of Conduct for Business Partners, which outlines its commitment to conduct its business to the highest standards of ethics. The HOCHTIEF Code of Conduct for Business Partners is integral to all supplier and sub-contract contracts, which sets out overall standards and commitment towards anti-corruption, environmental protection, legal compliance and ethical conduct.

During financial year 1st April 2018 to 31st March 2019, HOCHTIEF carried out the following steps:

- Worked with its supply chain in providing guidance in how its supply chain partners could combat modern slavery within their own supply chains as well as complying with HOCHTIEF's modern slavery requirements.
- Increased awareness of the Modern Slavery agenda to both its employees and supply chain partners through company Sustainability Awareness Days and e-learning training.
- Carried out audits on its supply chain which now include modern slavery as an area of investigation.
- Implemented standard HOCHTIEF terms and conditions for the recruitment of employees and Temporary Workers in agreement with all of our preferred suppliers.

HOCHTIEF recognises it has a responsibility to take a robust approach to slavery and human trafficking, and as a minimum, during the financial year 1st April 2019 to 31st March 2020, the following further steps will be taken:

- In order to ensure the highest level of understanding of the risks associated with Modern Slavery and Human Trafficking in its supply chain, HOCHTIEF provides training for all staff members, and this training will be continued and made mandatory during 2019/20.
- HOCHTIEF expects all supply chain partners to conduct right-to-work checks of their workforce in accordance with the Immigration, Asylum and Nationality Act 2006, which will be reinforced when each worker attends their first site induction where their papers will be checked.
- Mapping the high risk parts of our supply chain to gain visibility further down the tiers, particularly those which source products, components or materials from high risk countries of origin.
- Continue to work in partnership with its suppliers to tackle and combat the threat of human trafficking and modern day slavery across the construction industry and throughout its supply chain, in accordance with international environmental, social and ethical standards.



Lawrence Jackson
Managing Director
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