

Abellio Transport Group Ltd and Abellio Transport Holdings Ltd (“Abellio UK”)

Slavery and Human Trafficking Statement (2021-2022)

Introduction

Abellio UK is committed to fair employment practices in line with our core values and behaviours and all relevant labour legislation. We also support the global commitment to eliminating forced or compulsory labour and to effectively abolishing child labour.

We adopt a “zero-tolerance” approach to slavery and human trafficking. We are committed to taking all reasonably practicable steps to ensure that slavery and human trafficking is not present either in our business, supply chains or amongst third-party representatives working on our behalf. We believe that identifying and tackling slavery and human trafficking risks is a means to achieving this aim.

We expect the same standards from all those we work with, including business partners, consultants, contractors, suppliers, and third-party representatives working on our behalf. Abellio UK is committed to working with our suppliers to ensure that slavery and human trafficking risks are identified and managed proactively.

Structure of the business

Established in 2002, Abellio won its first contract, Merseyrail, in 2003 in the United Kingdom transport market. Since then, Abellio UK has grown to become a major operator in the UK, adding further franchises to its rail portfolio. Abellio London operates bus services in Central, South and West London.

Our parent is Abellio Transport Holdings BV, which is a wholly owned subsidiary of NV Nederlandse Spoorwegen. The group is headquartered in Utrecht. Our UK Abellio offices are located in Glasgow and London.

Further information about the Abellio Group can be found at: <https://www.abellio.com/>. Our business history and structure is detailed at: <https://www.abellio.com/about-us/company-history>

Supply Chain

We operate with customers, partners, and suppliers in many different locations across the UK, so we know that the risk of modern slavery can vary across our business locations and operations. We've therefore identified the following risk areas to help us assess and address modern slavery:

- Suppliers of products and services - We know that supply chains are complex. Suppliers might use lower tier suppliers or sub-contractors and low-skilled labour. As a result, the risks of not seeing modern slavery are increased. We have procurement procedures aimed at ensuring that this does not happen.
- Recruitment - The people that we directly hire and those we engage through agencies, including temporary staff and contractors, can be at risk of human trafficking, bonded labour, and other forms of modern slavery across all countries. We've put in place fair recruitment practices, employment policies and procedures to make sure all are treated ethically.

Anti-slavery and human trafficking policy

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

This policy applies to all staff and external contractors working for or on our behalf in any capacity. It builds upon our existing framework of ethical policies, including our Anti-Bribery and Corruption Policy, Code of Conduct, and our Whistleblowing Policy.

Abellio UK will support anyone who raises genuine concerns in relation to potential slavery or human trafficking in good faith, even in circumstances where it transpires that those concerns are mistaken.

Training

We are committed to providing training to all relevant staff on anti-slavery, this will be done through our new eLearning platform.

We also communicate our zero-tolerance approach to modern slavery and human trafficking to the third parties we work with (for example, those who manage supplier contracts and recruitment agencies).

Key performance indicators - progress in the year

We have undertaken a review of our risk management and governance to ensure a full picture of the potential risks to the business and individuals.

We are implementing a new eLearning platform, which will include training for the relevant employees to ensure compliance with the law.

Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2022. Any queries in relation to this statement should be addressed to Managing Director, Abellio UK, St Andrews House, St Andrews Street, London. This statement was approved by the Boards of Directors of Abellio Transport Group Ltd and Abellio Transport Holdings Ltd.