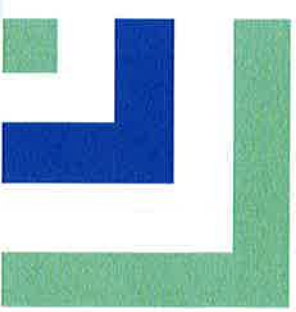
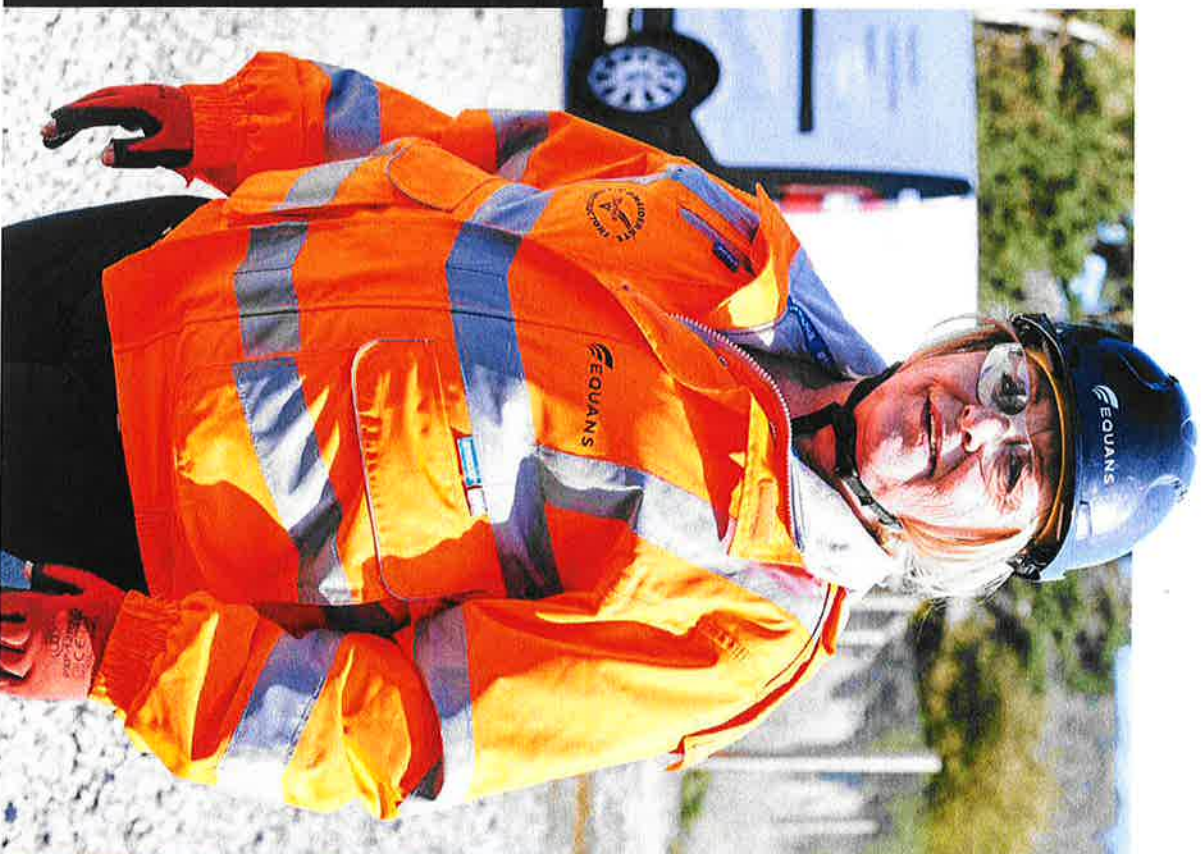




Modern Slavery Statement 2024

**Equans UK & Ireland
Business Unit
“Equans UK”**

Enter →



Our Commitment

Modern slavery is a reprehensible crime which transcends international borders and takes many forms. Victims of modern slavery are often the most vulnerable in society, are hidden, and unable to leave their situation, or may not come forward due to fear or shame.

At Equans, our business is founded on a culture of robustness and performance, and rests upon an unwavering individual and collective commitment to maintaining the highest ethical standards at all times. The Equans group has set 3 absolute “must haves” for our operations: Ethics (including modern slavery), Health & Safety, and Cyber Security and these three “must haves” underpin our business at a global and UK level. We acknowledge that to effectively identify, prevent, mitigate and manage the risks of modern slavery, we all have a role to play, and we must work collaboratively with our clients, supply chain and other stakeholders.

This statement sets out how we combat Modern Slavery at Equans and is made pursuant to section 54(1) of the Modern Slavery Act 2015 by Equans Holding UK Limited (“Equans”, “We” or “Our”) on behalf of itself and its subsidiaries operating and established in the UK. The statement outlines the steps that we have taken to prevent slavery from occurring within our operations and supply chain for the financial year ending 31 December 2024.



Jean-Philippe Loiseau

CEO Equans UK & Ireland

Date

30/06/2025

Equans UK

Our aim is to serve the energy, digital and industrial transitions of our customers by providing low-carbon energy solutions, cutting edge technical FM services and transformative regeneration services. To deliver these services, our workforce (approximately 15,000 employees) and activities have been organised into four operating divisions:

Digital & Energy Services, Sustainable Facilities Management and Places & Communities.

Our fourth division, VIVO, is a joint venture between Equans and Serco, and publishes its own modern slavery statement.

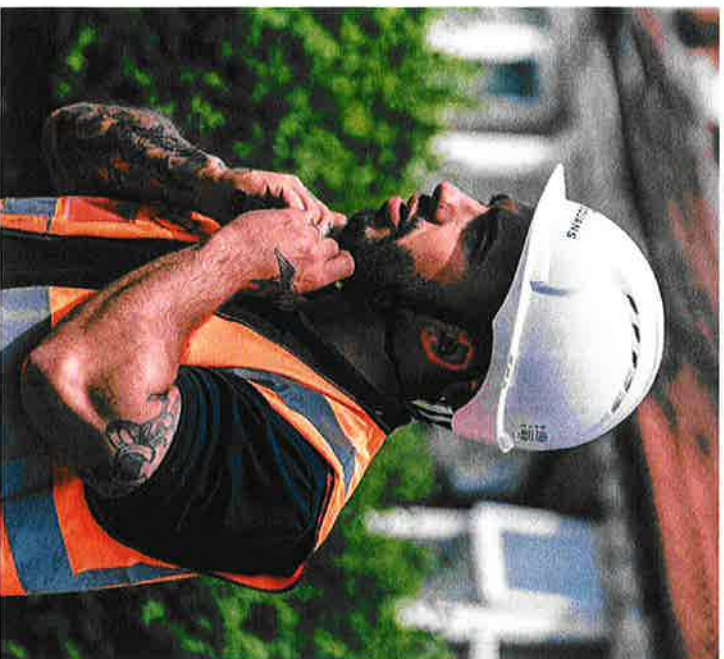
In addition to these operational divisions, we have a number of central corporate functions which include IT, Legal & Ethics, Procurement, Health & Safety, Environment, HR, Finance and Responsible Business. These central functions are supported by our Shared Services Centres.



Modern Slavery Risk Assessment

Internal Workforce

We maintain robust employment practices in relation to the recruitment and management of our employees and temporary worker as per our due diligence process described below.



Supply Chain

Our supply chain comprises over 10,000 suppliers and subcontractors, the majority of which are based in the UK and the Republic of Ireland. Given the diverse nature of our business activities, our supply chain spans various competencies and industries.

We have worked with Action Sustainability (leading consultants in the fields of sustainable business and supply chain management) to identify the categories of spend which present a higher risk from modern slavery.



To perform this risk assessment process, we considered the risks associated with the country or territory that goods or services were directly or indirectly sourced from, whether the category of spend is reliant on low, unskilled, temporary or migrant labour, whether worker's rights were respected and protected within the sector and whether recent or anticipated material or labour shortages had increased the risk of modern slavery.



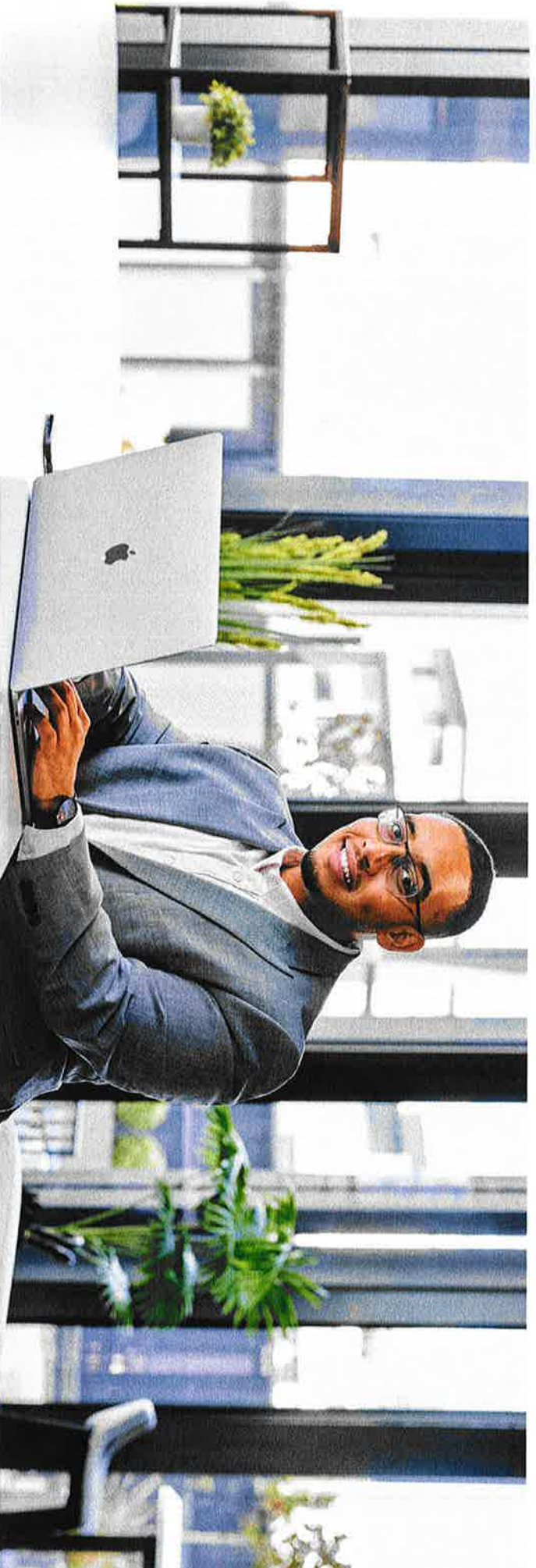


As a result of this comprehensive supply chain risk assessment, we have identified the following categories of spend which present a higher risk of modern slavery or human trafficking:

1. **Construction Services:** This category encompasses scaffolding providers, fabric services, and mechanical and electrical (M&E) services.
2. **Temporary Recruitment:** The engagement of temporary workers presents inherent risks.
3. **Catering Services:** Providers of catering services are closely scrutinised due to their potential exposure to exploitation.
4. **Cleaning Services:** Cleaning contractors are monitored for compliance with ethical standards.
5. **Grounds Maintenance Services:** This category involves work that may attract vulnerable labour.
6. **Waste Management Services:** Vigilance is essential, given its labour-intensive nature.

7. **The procurement of EV chargers and photovoltaic (solar) panels:** The raw materials for these products are often sourced from countries/territories with poor human rights records, and in some cases those products are assembled in those areas with poor human rights records.

The risks described above our managed through our Policies and Procedures, our Due Diligence processes and Training, each of which are described below.



Our Policies & Practices in Relation to Modern Slavery

We have implemented a number of policies and procedures to enable us to proactively manage the risks of modern slavery within our business and supply chains.

Bouygues Group Code of Ethics

Our Group's Code of Ethics requires every employee to take seriously their role in building and protecting our reputation and sets out expected behaviours for all employees.

Modern Slavery policy

This policy sets out our specific commitments in relation to modern slavery. We expect our staff, leadership team and supply chain to support these commitments throughout all of their professional activities.

Equans Ethics booklet

This booklet consolidates all of our key ethics policies and sets out the rules that staff are expected to follow at all times. The booklet, which is accessible to all employees through our intranet, also provides staff with practical examples for dealing with ethical incidences that they may encounter in the workplace.

Supplier Charter

Signatories to our Supplier Charter commit to supporting us in delivering social, economic, and environmental value to our customers and the communities we serve. The Charter includes mandatory commitments for our supply chain in relation to ethics, anti-bribery and corruption, modern slavery, and anti-discrimination standards.

We are committed to ceasing trading with members of our supply chain that show disregard for important elements of environmental, social and ethical performance.

Whistleblowing - reporting concerns

Potential instances of unethical behaviour, modern slavery or other forms of inappropriate behaviour can be reported anonymously and in confidence via our whistleblowing platforms. Details of these platforms are available on our website (www.equans.co.uk/ethics) and on posters displayed across our offices and sites and the platforms are available to Equans employees and external parties.

Following a thorough audit which was been conducted by EcoVadis in 2024, Equans Services Limited was awarded a gold award in respect of its activities in the fields of ethics and CSR. This recognition reflects our commitment to ethical business practices and our dedication to raising awareness and prevention of modern slavery in all its forms.

Our Due Diligence Process

In our own operations

Our Employee Screening policy requires right to work checks and other screening to be undertaken (where appropriate) to ensure appropriate and safe appointments to all roles. We also perform regular checks to establish whether a single residence check and/or bank account are used by more than one employee, factors which could be indicators that a worker is being held in slavery.

The majority of our temporary labour is sourced through two managed service providers. Our contractual relationship with these providers requires them to undertake robust onboarding checks before a worker is engaged, perform regular audits on workers and produce an annual slavery and human trafficking report, setting out the measures they have taken to prevent incidences of slavery and human trafficking.

In our supply chain

Prior to their engagement, all suppliers are required to complete an onboarding questionnaire and are subject to a due diligence process. As part of this process, potential suppliers are required to set out the risk assessment and due diligence measures they have implemented to mitigate the risk from modern slavery within their own organisation and supply chain. All suppliers are required to notify us if they discover any actual or suspected slavery or human trafficking within their organisation or supply chain.

Additionally, all preferred and strategic suppliers to our business are subject to enhanced due diligence investigations on an annual basis.

Prior to procuring solar (PV) panels, we ensure that on-site audits are conducted by approved third parties.



Training our Employees and Suppliers

We strongly believe that education is a powerful tool in the fight against modern slavery.

Employees

Every new member of our team is required to participate in a comprehensive ethics training programme upon joining the company. This includes a specific training module designed to equip our staff with the necessary skills to identify potential signs of modern slavery and understand the appropriate steps to report those concerns via our whistleblowing platforms.

Supply chain

Equans UK is committed to extending our ethical standards and practices beyond our immediate organisation. As part of this commitment, we provide our supply chain partners with access to training resources from the Supply Chain Sustainability School. This platform offers a wealth of information and learning opportunities, further supporting our partners in their efforts to uphold ethical business practices and identifying incidences of modern slavery.

In 2024, we also hosted workshops for our

supply chain partners which were delivered by the Supply Chain Sustainability School, focussed on combating slavery and human trafficking.

To further support our training efforts, we have developed a 'Modern Slavery – Spot the Signs' poster campaign. This visual aid, displayed prominently in a number of languages at our offices and sites, serves as a constant reminder of the signs of modern slavery and reinforces the importance of reporting any concerns in a timely and effective manner.



Measurement of Our Progress

At Equans UK, we believe in the importance of accountability and continuous improvement. To this end, we have developed a set of key performance indicators (KPIs) to monitor and report our performance. These KPIs include:

- ✓ **Employee Training Completion:** As of 31/12/2024, 81.3% of our employees had participated in modern slavery training.
- ✓ **Due Diligence Investigations:** In 2024, 100% of our preferred and strategic suppliers were the subject of an enhanced due diligence investigation.



Our Future Plans

For 2025 we have expanded the scope of site visits conducted by our Health and Safety teams, so that temporary workers and/or workers employed by our supply chain are interviewed by specially trained staff and asked a series of questions which are designed to identify potential victims of modern slavery. We consider that this operational practice is a key measure in identifying and preventing incidences of modern slavery.

We are currently conducting a major digital business transformation of our entire procurement process. This will enable us to align our supplier onboarding and management practices across our business whilst ensuring that our rigorous standards of modern slavery vigilance are upheld.





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