

Modern Slavery and Human Trafficking Statement 2023

Introduction

Eurostar International Limited ('Eurostar') is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. This commitment is shared by Eurostar's employees with the full support of our Board of Directors.

Our organisation and supply chains

Eurostar is the high-speed train service linking the UK to France, Belgium and the Netherlands via the Channel Tunnel. We have been taking our travellers from city centre to city centre since 1994. Our head office is located in London and as at the close of 2023 we had over 1,770 employees.

Our business is organised into business units, namely: Commercial, Finance, Information Services, Operations, People, and Strategy and Legal. Our supply chains include the provision of goods and services to each of these business units. We also have a network of third party distributors who sell tickets for our services.

Eurostar and Eurotunnel are entirely separate. Eurostar is a high-speed passenger train service, whereas Eurotunnel operates vehicle shuttle services and the Channel Tunnel itself.

Our continued approach

We continue to be committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our organisation

Our Anti-Slavery and Human Trafficking Policy has been in place since 2017 and reflects Eurostar's commitment to combating modern slavery and human trafficking. Our policy continues to be communicated within our organisation. Responsibility for compliance with the Modern Slavery Act 2015 is assumed by Eurostar's Ethical Compliance Committee, whose scope includes anti-bribery and corruption, modern slavery and human trafficking, and other ethical compliance issues for the company.

During 2023, our people and culture continued to be key, acknowledging that our colleagues are pivotal to the success of our business.

- We continued to focus on diversity, equality and inclusion to foster a culture where colleagues feel like they belong. We undertook a Diversity & Inclusion audit which was led by an external organisation. The audit comprised data collation through review of policies and procedures and also focus group and individual interviews with a wide cross section of employees in three languages. The process ran for 14 weeks concluding with a comprehensive report with four key areas of focus identified. We have recruited a Head of Diversity & inclusion to help build our strategy and focus on the audit findings.
- We continued to build on the foundations of our Joie du Vivre program to inspire everyday healthy living for our colleagues. Eurostar continues to be aligned with the RSSB Railway

Mental Health Charter, which provides a framework to help rail companies like ours promote, manage and support workforce mental well-being. The action plan from 2022 continues to be worked on, with the focus in 2023 where a psychosocial survey to all Eurostar employees was undertaken, to examine our working conditions, understand more about how colleagues are feeling and help create a better working environment to improve wellbeing at work. This resulted in creating a Disconnection guidance document for our UK colleagues and reminder to our French and Belgian colleagues of the right to disconnect encouraging colleagues to have a good work life balance. Furthermore, coaching and onsite counselling was provided to sites that needed additional focus in light of the merger. We are now working on delivering some manager training for managing psychosocial risks and mental health awareness. In October 2023, we recognized Global Mental Health Awareness Day for the 7th year running. To mark the occasion, we hosted a month of activity around well-being, including a guest speaker on Happiness at Work, providing a health kiosk on each site to proactively self-monitor physical and mental health, on-site massages, relaxation sessions, baking competitions with money raised going to local mental health charities. This created an opportunity to raise awareness, reduced the stigma around mental health and promoted the services of our Employee Assistance programs, of which we have in each of our countries.

Our supply chains

Our approach to diligence and governance of supply relationships include:

- enquiries in our tender process documentation to validate that new suppliers are meeting both legal obligations in relation to modern slavery and human trafficking and the high ethical standards we require of our suppliers;
- contractual obligations to ensure ongoing compliance with the Modern Slavery Act 2015 and our related ethical policies and procedures; and
- a risk-based focus on, and review of, suppliers identified by us as being of a higher risk profile relative to others with whom we deal having regard to the location, size and nature of their business.

This approach has continued in the financial year ending 31 December 2023.

During 2023, and in the context of the integration of Eurostar and THI Factory, the rail operator located in Belgium, we reviewed our internal Procurement Governance supplier selection and onboarding processes in order to ensure an aligned approach across the businesses. This included Modern Slavery, Anti-Corruption and Environmental vetting requirements.

Eurostar continues to have effective processes in place to facilitate whistleblowing, both internally and externally, which can be done anonymously.

This statement is made pursuant to section 54(6) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2023.

Signed by



Gwendoline Cazenave Chief Executive Officer Eurostar International Limited
17 June 2023