

# Modern Slavery Act 2015, Annual Statement 2023

Bilfinger UK Limited is committed to and meets the objectives of the Modern Slavery Act.

Bilfinger UK Limited is part of the Bilfinger Group of companies, head quartered in Germany.

Bilfinger UK Limited operates under an internal Code of Conduct and Ethics Policy, which together set out general standards of behaviour that everyone within the company must comply with. The company is committed to acting ethically and with integrity in all business dealings and relationships.

We expect the highest standards of ethical business practices from all of our employees and look for the same high standards from our contractors and supply chain.

As part of our commitment to the principals contained in the Bilfinger Code of Conduct, we expect our business partners to follow comparable standards in their conduct. Our Code of Conduct is underpinned by an Integrity Guideline, Competition Guideline and Third Party Guideline, all of which ensure that we adhere to fair employment, ethical behaviour and forbids illegal employment.

Within our business and supply chain we operate a robust Third Party Due Diligence Policy. Our Third Party Due Diligence Policy seeks to ensure Third Parties with whom we work act in accordance with our principles and values, including a commitment to zero tolerance anywhere in our business and supply chain for slavery and human trafficking. Our expectations are set out in our vendor declaration, which our business partners are contractually obliged to follow. Our supply chain is audited to ensure compliance with our standards.

This means we operate with transparency, responsibility, security and integrity in dealing with business partners and colleagues.

Bilfinger Group companies will not be in business contact with customers and suppliers that are listed on sanction lists.

Our directors lead by example on the development, training, monitoring and compliance of our policies and our commitment to ensuring we have a business and supply chain that is free from slavery and human trafficking. Our workforce is trained in all aspects of our Anti-slavery and Human Trafficking Policy, Ethics Policy and Code of Conduct. Training is provided at all level in the company. We have enacted compliance regulations that apply throughout the Group. The 'Compliance' e-learning training program conveys these values in an interactive, online format.

The Group has a clear Whistleblowing Policy and actively encourages the reporting and exposure of unethical behaviour through a confidential reporting line, and all matters raised are thoroughly investigated and appropriate action is taken in accordance with the Group's Compliance standards.

The Group continues to build on the approach deployed to ensure that it operates free from enforced labour, human trafficking and slavery.

This statement is approved by our Board of Directors.



**Damian Redmond**  
Human Resources Director  
2023