



Abellio Bus (comprising Abellio London Limited, Abellio West London Limited and Abellio Surrey Limited) Anti-Slavery and Human Trafficking Statement 2019.

Introduction

Abellio Bus adopts 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 in our business, supply chains or amongst third-party representatives working on our behalf.

This Anti-Slavery and Human Trafficking Statement sets out the actions taken by Abellio Bus in the current financial year ended 31 December 2019 to identify, assess and act in respect of potential slavery and human trafficking risks related to our organisation and our supply chains.

Abellio Bus expects the same standards from all those it works with, including business partners, consultants, contractors, suppliers and third-party representatives working its behalf. Abellio Bus is committed to working with its suppliers to ensure that slavery and human trafficking risks are identified and managed proactively.

Our organisation

Abellio Bus operates passenger bus services in London under contract with Transport for London and rail replacement bus / coach services. Abellio London Limited (number 03786162), Abellio West London Limited (number 00689260) and Abellio Surrey Limited (number 08460734) are registered in England and the registered office is 301 Camberwell New Road, London SE5 0TF. Abellio Surrey Limited is a wholly owned subsidiary undertaking of Abellio West London Limited. Abellio London Limited and Abellio West London Limited are wholly owned subsidiary undertakings of, and are controlled by, Abellio Transport Holdings Limited, a company registered in England and Wales. The ultimate parent company is NV Nederlandse Spoorwegen, a company incorporated in the Netherlands.

Our supply chains

Abellio Bus works with 700 suppliers, predominantly in the UK and mainland Europe spending circa. £80m on a range of goods and services. The procurement team analyses spend categories and recognises the various risk levels depending on geographical location and the supply chain. Supplier relationships are managed through local procurement and through leverage of the Abellio Group Procurement function.

Governance and Risk Management – progress to date

The anti-slavery policy reflects a business commitment to act ethically with integrity and to implement and enforce effective due diligence and contractual compliance to prevent slavery and human trafficking in the supply chains. Abellio Bus ensures due diligence and good governance through the following:

- The appointment of a dedicated Procurement Manager in 2019.
- A internal code of conduct policy and procedure that sets out the standards expected from all Abellio employees, contractors, consultants, agency workers and business partners.

- A supplier code of conduct that prohibits the use of all forms of forced labour and physical abuse. It states that suppliers are expected to respect all applicable laws and regulations regarding human trafficking.
- Monitor suppliers' anti-slavery and human trafficking statements and take appropriate steps to minimise any risk.
- Application of e-tendering and on-boarding process to ensure suppliers provide assurances on their working practices and commitment to combating slavery and human trafficking in their own businesses and supply chains.

Next Steps

Abellio Bus is proud of its commitment to ethical employment practices and continues to work with suppliers to combat slavery and human trafficking. As part of further improvements, Abellio Bus is:

- Reviewing supplier terms and conditions with legal experts to ensure best practice.
- Providing contract law training for procurement staff which will include consideration to modern slavery.
- Educating the business about the importance of the contents of this statement.
- Learning from experiences from the Abellio Group.

We will take appropriate steps to address any instances of slavery and human trafficking and publish an updated Anti-Slavery and Human Trafficking Statement each year. Any queries in relation to this statement should be addressed to procurement@abellio.com.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Abellio Bus Anti-Slavery and Human Trafficking Statement for the current financial year.

A handwritten signature in black ink, appearing to be "Tony Wilson".

Tony Wilson
Managing Director
Abellio Bus