

Modern Slavery Statement V5 07/04/2021

The Delachaux Group is committed to ethical business practices and respecting human rights, including conducting operations that are free from human trafficking and forced labor. [The Code of Ethics of the Delachaux Group](#) defines and illustrates the behavior that is expected from all employees of the Delachaux Group, no matter where they are or what type of contract they have.

This statement describes the Delachaux Group's organization to minimize the human trafficking and forced labor risk in its operations and supply chain, and its commitment that the company, its subsidiaries, its employees and its suppliers shall comply with all applicable laws, including, but not limited to the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act and/or the U.S, Commonwealth Modern Slavery Act 2018. Government's Federal Acquisition Regulation on Ending Trafficking in Persons, as well as local laws in the countries in which it operates.

Under the United Nations Convention against Transnational Organized Crime and the Protocols Thereto (2004), human trafficking is defined as "the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs."

The International Labour Organization's Convention concerning Forced or Compulsory Labour (1930) defines forced labor as "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily."

For purposes of this statement, "third party" include all entities and individuals (and their subsidiaries, affiliates, and subcontractors) providing goods or services to the Delachaux Group, including those goods or services for processing, producing, selling, or distributing the Delachaux Group's products.

- **Scope**

The Delachaux Group is a global player in mission-critical engineered solutions. The Delachaux teams' commitment and know-how reflect their passion for their customers' businesses. Family-owned company created in 1902, the Delachaux Group generated revenues of €840 million in 2020. It employs at December 31st 2020 more than 3800 people in more than 40 countries.

Present in strategic markets, the Group's businesses, Pandrol (Rail Infrastructure), Frauscher (Rail Signalling) Conductix-Wampfler (Energy & Data Management Systems) and DCX Chrome (Chromium Metal) are recognized global leaders for their reliability, expertise and innovation capabilities.

This statement applies to all Businesses of the Delachaux Group.

This includes, but is not limited to, all legal entities located in the United Kingdom, such as the local plants and offices of Pandrol, Conductix-Wampfler or Frauscher.

- **UN Global Compact**

The Delachaux Group is a signatory to the UN Global Compact. The Global Compact is the world's largest corporate sustainability initiative. Launched in 2000, it now federates more than 12 000 signatories in 170 countries around 10 universal principles in Human Rights, Labour, Environment and Anti-Corruption, including the elimination of forced and compulsory labour.

- **Code of Ethics - Human rights policy**

As stated in the Code of Ethics of the Delachaux Group, it is the Group's policy to "respect human rights and remain alert to possible human rights violations".

"We protect and promote fundamental human rights in the workplace and in our supply chain. We prohibit child labour and respect a minimum employment age of 18, except under legally established programs (e.g. apprenticeship for teenagers 16 and above). We prohibit forced labour, slavery, and human trafficking. We are on the lookout for any sign of human rights violation in our supply chain."

- **Risk assessment**

The Delachaux Group conducts an annual assessment to identify, analyze and prioritize its exposure to the risk of bribery, as detailed in its Anti-Bribery Procedure. The Delachaux Groupe considers that this mapping is also relevant to evaluate the risk of human trafficking and forced labor in its operations and its supply chain.

- **Employee training and awareness**

All employees of the Delachaux Group are expected to read the Code of Ethics and comply with its principles.

All employees have to follow an e-learning awareness module or to participate to a face-to-face workshop on the Code of Ethics.

As a member of TRACE International, the Delachaux Group has access to TRACE's "Avoiding Trafficked Labor" e-learning course. This course is available to all employees on the Delachaux

Group's Learning Management System platform.

A whistleblowing system is put in place across the Delachaux Group to report any question or issue related to Ethics. Any potential issue on Human Rights arising through this channel will receive proper attention and be investigated. The Code of Ethics as well as the CSR Procedure of the Delachaux Group describe the Group's policy on whistleblowing.

- **Third party management**

As written in the Code of Ethics, it is the Delachaux Group's policy that "everyone working on our behalf and representing our interests signs up to the same ethical standards as we do".

Risk mitigation actions are performed, based on the risk level assessed and the type of third party. This can be translated into:

- Due diligences
- Contractual clauses, ensuring that our third party adheres to the Code of Ethics

The third parties of the Delachaux Group have also access to the whistleblowing system of the Delachaux Group to report any question or issue related to Ethics.

- **Monitoring**

Several indicators are used to manage the risk of modern slavery across the Group, such as:

- Annual track of the number of employees undertaking the Code of Ethics awareness module online or participating to a face-to-face workshop.
- Annual track of the number of employees undertaking the Anti-Bribery training.
- Annual track of the number of due diligences performed on 3rd parties.

- **Remediation**

If cases of human trafficking and modern slavery are detected, the Delachaux Group will create a remediation plan that will provide redress for individual victims where the Delachaux Group caused the human trafficking and/or forced labor, as well as remediation of non-conformance with this statement caused by deficiencies in Delachaux Group's internal controls or processes.

The Delachaux Group's third parties and suppliers are expected to create a remediation plan that will provide redress for individual victims where the third party or supplier would have caused the human trafficking and/or forced labor, as well as remediation of non-conformance with this statement caused by deficiencies in the third party's or supplier's internal controls or processes.

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 31 December 2021.

Guy Talbourdet,
Chief Executive Officer, Groupe Delachaux
Avril 2021