

Getlink  
Modern Slavery Statement  
for the financial year ending 31 December 2017

## INTRODUCTION

Getlink is committed to preventing any forms of modern slavery, human trafficking or child labour within its business and supply chain. Our policies and procedures reflect our aim to act ethically and with integrity in all our business relationships.

## OUR STRUCTURE AND BUSINESS

Getlink SE is a company registered in France and brings together a number of companies active in the fields of infrastructure management and transport operations. The Group has more than 3,300 employees and operates primarily in France and the UK. The Group has a global annual turnover of over 1 billion euros, approximately 85% of which is generated by Eurotunnel. Eurotunnel is the trading name of a partnership between an English company 'The Channel Tunnel Group Ltd' and a French company 'France-Manche SA' which is, under a concession until 2086 granted by the governments of the UK and France, responsible for the operation of the Channel Tunnel Fixed Link.

Our business is organised into 2 key business segments:

1. **The Channel Tunnel Fixed Link:** Eurotunnel operates the Channel Tunnel Fixed Link between France and the United Kingdom. The Channel Tunnel is used by Eurotunnel's Shuttles, high-speed passenger trains and international rail freight train services.
2. **Railfreight services:** International, national and local rail freight transport services are operated by Europorte SAS. Europorte SAS and other group companies provide a wide range of integrated services, training and other services to industry.

## OUR SUPPLY CHAINS

We work with a wide range of suppliers who provide a variety of railway, construction and infrastructure related goods and services. We also procure goods and services designed to meet the day to day needs of our customers and staff.

We ensure that our suppliers adhere to our ethical standards. We do not tolerate slavery or human trafficking within our supply chains.

Our procurement policies and contracts require suppliers to comply with our Charter of Ethics. In addition, our contracts contain detailed provisions relating to the laws on illegal working and modern slavery.

For contracts performed in France we require that suppliers and subcontractors must comply with French Law requirements relating to illegal working by providing certain

documentation. That documentation includes a certificate of compliance with the "obligation de vigilance" issued by the appropriate social security body certifying that the supplier is up-to-date with its filing obligations. We also require, where applicable, that the supplier provides a list of the names of all foreign employees working on a contract who are required to have a work permit. The supplier must re-confirm its compliance every 6 months throughout the contract period.

For contracts performed in the United Kingdom we require suppliers to comply with either the Modern Slavery Act 2015 or the laws applicable to illegal working in the country in which the supplier is domiciled and the country in which the contract is performed (if different). If equivalent law does not exist in the country where the contract is performed, we require the supplier to comply with the principles of the law in the country where the goods or services are to be delivered.

If a supplier subcontracts any of its obligations to entities based outside France or the UK and/or if the supplier seconded foreign employees to work on a contract, we require the supplier to observe the following obligations:

- ensure that any seconded employees or subcontractors are housed in accommodation which respects human dignity;
- ensure that its subcontractors comply with all legal obligations, statutory provisions and collective agreements applicable to their employees;
- ensure that its seconded employees or those of its subcontractors are paid the statutory or collectively agreed minimum wage.

#### **OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING**

Getlink's Corporate Social Responsibility (CSR) policy is based on respect for fundamental human rights as defined by the Universal Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. The Group is also a signatory to the United Nations Global Compact and fully adheres to its fundamental principles relating to Human Rights. The Getlink board of directors fully support the principles stated in these international codes and standards.

Getlink's compliance activities implement that support by way of policies and procedures which address national and bi-national issues. In particular, Getlink's CSR policy incorporates a Charter of Ethics comprising a set of operational procedures which define a common approach for all group companies. All personnel, suppliers and contractors are expected to comply with the principles set out in the Charter.

The Group has tasked an internal committee to monitor our compliance with modern slavery and human trafficking issues and implement policies to combat them. The committee will ensure that the risks of modern slavery and human trafficking are communicated to our staff, suppliers and contractors. Getlink's compliance will be closely monitored by the board of directors and our internal auditors.

## **TRAINING**

Training within the Group is cascaded through the management structure to the relevant operational teams and is available to all personnel. Similarly, our suppliers and contractors are expected to ensure that their personnel and supply chains understand the risks of modern slavery and human trafficking.

## **FURTHER STEPS**

We intend to take the following further steps to combat modern slavery and human trafficking:

- We will provide training and guidance to our personnel, suppliers and contractors about the risks of modern slavery and human trafficking;
- We will continue to assess, monitor and work to reduce the potential risk of modern slavery and human trafficking in our business and supply chains;

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2017.

Jacques Gounon  
Getlink SE  
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