

Modern Slavery and Human trafficking statement 2021

This statement applies to RATP Dev UK Limited and RATP Dev London which term regroups London United Busways Limited, London Sovereign Limited and Quality Line Travel Limited (the “Companies” or the “Group”). Each of the Companies has endorsed, approved and adopted this statement.

Each of the Companies recognises that it has a responsibility to take a robust approach to slavery and human trafficking, and is committed to preventing slavery and human trafficking in its activities, and to ensuring that its supply chains are free from slavery and human trafficking.

This statement relates to actions and activities of the Group during the financial year ended 31 December 2020. During the period we have continued to take steps to promote and improve our ongoing commitment to eliminating abuse and exploitation in the organisation and its workplace.

1. Organisational structure

RATP Dev London operates and maintains bus and coach transportation services. During the relevant period the Head office was based in Twickenham and the Company had 11 operational garages and approximately 3,000 employees. The Group as a whole had a turnover in excess of £36 million during the relevant period. The Group also applies the principle of this statement on a voluntary basis to subsidiaries of the Group which operate in the UK and whose turnover is less than £36 million. All the steps recorded in this statement were taken by the Companies. The statement will be made available on the group’s website at www.ratpdevlondon.com

RATP Dev UK Limited is a holding company. It is part of RATP Développement SA, a French company.

The Group’s business is organised into multiple subsidiaries. The Group operates a devolved management structure, however procurement is one of the support functions which is, primarily, provided centrally, affording the Group’s centre significant control over the supply chain of its subsidiaries.

2. Commitment

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015 (the Act). Each of the Companies understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

3. Our Supply Chain

Our supply chain is mostly used to source suppliers and consultancy services for various areas of work and materials related to the maintenance of bus operations. It includes manufacturing, primarily of bus vehicles, parts, uniforms, services (such as cleaning of stations, vehicles and depots) and outsourced IT hardware and software services. As procurement is a centralised function the Group can implement the due diligence and contractual processes referred to below to give effect to our anti-slavery and trafficking policy.

The Company does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

The Group is responsible for undertaking due diligence when considering taking on new suppliers and will regularly review its existing suppliers. This may include (but is not limited to):

- Risk assessments to determine which parts of our business and which of our suppliers are most at risk of modern slavery so that efforts can be focused on these areas.
- Where appropriate, engage with our suppliers both to convey to them the content of this statement and to gain an understanding and / or review the measures taken by them to ensure modern slavery and human trafficking is not occurring in their businesses.
- Where appropriate, seek to introduce supplier pre-screening (for example as part of the tender process), including a review of supplier policies. Reviewing supplier contracts to include termination powers in the event the supplier is, or is suspected, to be involved in modern slavery.

No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK.

We have assessed the functions which are susceptible to modern slavery and trafficking as follows: all manufacturing processes or other processes where low skilled labour is required or managed e.g. cleaning / security.

Part of our commitment to prevent modern slavery and human trafficking from occurring within our business or our supply chain, is to take steps to make sure that we include contractual terms with suppliers which reference their obligation to abide with our anti-slavery and trafficking policy or their own equivalent. This provides us with a way to enforce requirements or cease doing businesses with organisations who are non-compliant.

4. Reporting Modern Slavery and Human Trafficking control

The Group's Whistleblowing Guide or other relevant procedures, is intended to provide guidance on how concerns can be communicated to the Group. Concerns about suspected modern slavery and human trafficking associated with the Group or our suppliers may be reported in this manner. The procedures are designed to make it easy for workers to make disclosures, without fear of retaliation.

5. Our effectiveness in combating modern slavery and human trafficking

The organisation uses the following key performance indicators (KPIs) to measure how effective we have been to ensure that modern slavery and human trafficking is not taking place in any part of our business or supply chains:

- **Review of the existing supply chain.**
- **Review / develop a system for supply chain verification (if appropriate).**
- **Frequent communication with the supply chain to gauge their understanding of, and compliance with, this statement.**

6. Training, Communication and Awareness of this statement

Our approach to modern slavery and human trafficking will be communicated to relevant stakeholders through our website from the end of April 2021.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. During the period, our training consisted in making our staff aware of our policies which allows to identify and report any concerns that they may have had in a confidential manner.

For the next financial year, RATP Dev London intends to provide training to selected staff and run awareness campaigns for a wider group of staff, so that spotting a slavery or trafficking issue, understanding different types of slavery and trafficking and how to report a concern are more widely known.

7. Review of this statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the financial year ended 31 December 2020 This statement will be reviewed on a regular basis (at least annually) and may be amended from time to time.



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Catherine Chardon
Managing Director
RATP DEV LONDON