

# Slavery and Human Trafficking Statement 2021



This Slavery and Human Trafficking Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 (the "Act") relating to Transparency in Supply Chains.

Amey UK plc ("Amey") recognises that it has a responsibility to take a robust approach to slavery and human trafficking and indeed takes a zero tolerance approach to non-compliance with the Act in any part of its business or its supply chain.

This is the sixth such statement Amey has made pursuant to the Act and sets out the steps Amey has continued to take to address the risk of slavery and human trafficking within its operations and supply chain.

## ORGANISATIONAL STRUCTURE

Amey via its subsidiaries and joint venture partners is a provider of a wide variety of services operating predominantly in these sectors consulting, rail, highways, facilities management, defence, utilities, waste collection and energy from waste.

Amey is part of the Ferrovial Group and its ultimate parent company is Ferrovial SA which has its headquarters in Spain. Ferrovial has announced its intention to divest its Services portfolio including Amey, but in the intervening time continues to be a supportive shareholder

Amey is the ultimate UK parent company of the Amey group of companies (the "Amey Group"). The Amey Group has over 14,000 employees worldwide and operates mainly in the UK. Its head office is in London.

## OUR BUSINESS

In 2021 Amey's business was organised into five business units:

- **Consulting** – providing consulting and analytics capabilities at the core of Amey's offering
- **Transport Infrastructure** – with a focus on the highways and regulated rail market also including waste collection
- **Secure Infrastructure** – providing comprehensive hard and soft facilities management services to the Defence, Justice and Local Authority sectors
- **Waste Treatment** – development and management of strategic waste recycling facilities across England
- **Utilities** – undertaking repairs and maintenance and capital works across the UK water and power sector



The five business units draw on support centrally in respect of health and safety and the environment, legal, human resources, procurement, property, IT, finance and social value.

Amey also operates in joint venture with strategic partners in many areas of its business. For the purposes of the Act, joint ventures are not necessarily treated as part of our supply chain. Each joint venture will set its own policy and will draw on relevant parent company policies as directed.

## OUR GOVERNANCE FOR MODERN SLAVERY

The Amey Executive Committee has overall responsibility of our approach to Modern Day Slavery. The Executive Committee sponsor is our General Counsel.

Each year Amey creates an action plan to help continuously improve the approach to reducing the risk of modern slavery occurring within our operations and our supply chain

We have established Modern Slavery Working Group to review our approach to Modern Slavery, coordinate the delivery of the plan and draft the annual statement. The group involves representatives from social value, procurement, HR and legal.

## OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

Amey remains committed to reducing the risk of modern slavery or human trafficking occurring in its supply chain or in any part of its business with a zero tolerance for non-compliance.

This statement reflects that commitment to acting ethically and with integrity in all the Amey Group's business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in the supply chains.



Amey operates under a number of policies, which ensure business is conducted to the highest ethical standard including:

- The Amey Code  
(covers a range of ethical and conduct related policies)
- Sustainable Procurement & Supply Chain Policy Statement
- Recruitment & Selection Policy
- Inclusion Policy
- Safeguarding Policy
- Health & Safety Policy
- Social Value Policy
- Dignity at Work Policy
- Wellbeing Policy
- Business Ethics Policy

Amey has an effective grievance and whistle blowing process and policy in place to manage and investigate any concerns within the business or the supply chain.

All new Amey employees are provided with, and have access to, a copy of the mandatory Amey Code. Information on this is also included as part of the employee onboarding process.

## OUR SUPPLY CHAINS

During 2021 Amey continued to engage with its supply chain. Failure to respond to any enquiries carries consequences for those within the supply chain.

Amey's supply chains include:

- Plant, vehicles and equipment suppliers
- Subcontractors and various service providers
- Suppliers of contingent labour
- Manufacturers and suppliers of goods and materials

All procurement of services and supplies is undertaken by professional procurement specialists within either the central procurement function or within the business units. Amey's intention is to build and maintain long term sustainable relationships with its suppliers encouraging collaborative working and exchange of innovative and good industry practices.

The Amey Group's supply chain includes approximately 5000 suppliers of varying size and expertise and in 2021 the Amey Group paid approximately £1.87bn to its supply chain.

As part of the supply chain process, Amey has a number of systems to:

- Evaluate new suppliers as part of the on-boarding process
- Identify and assess potential risk areas in our supply chains and
- Monitor potential risk areas in our supply chains

In 2021 Amey commenced use of the Constructionline system to improve the identification and prequalification assessment of suppliers to common industry standards –circa 70% of Amey's suppliers have transitioned over to this platform. The assessment includes questions specifically related to Modern Slavery with the requirement, where relevant, to provide a copy of their own statement and information to identify where there is a risk of slavery and that it is being managed correctly.

**Click here to access  
the Amey policies**



Amey assesses compliance within its existing supply chain and will assess any new suppliers for compliance with the following criteria:

No forced labour or human trafficking is practiced, and employment is freely chosen

Working conditions are safe and hygienic

Working hours are not excessive

A fair wage is paid

No child is exploited

No harsh, cruel or degrading practices are allowed

No discrimination is practised

A failure to comply with the above is an absolute bar to pre-qualification as a supplier to the Amey Group.

## SUPPLY CHAIN RISK

The Amey Group renews its supply chain Modern Slavery risk mapping assessment every two years; this was last completed in 2020 and will be re-assessed in 2022. The review involves a category specific approach, assessing both the risk of Modern Slavery occurring and the strategic risk to Amey with the emphasis on those categories considered most at risk. The outputs of the risk assessment inform the onward auditing programme.

The following procurement categories are considered to be of highest risk of modern slavery occurring:

- Personal Protective Equipment
- Recruitment
- Cleaning Supplies and Services
- Catering Supplies and Services
- Temporary Staff
- Tools and Equipment
- Meters
- Overhead Lines
- Waste Disposal
- Street Lighting Materials
- Civil Engineering Contractors
- Travel
- Railway Labour Hire



## RECRUITMENT & TRAINING

The Amey Group undertakes pre-employment screening that includes identity checks and confirmation of entitlement to work in the UK on all employees prior to commencing employment with the Amey Group. These checks include a regular ongoing review of bank account, next of kin and home address duplications, as potential indicators of Modern Slavery. Where duplications are identified these are followed up by our HR team and line managers.

As part of the onboarding process for joining the Amey Group each employee is given an overview of the essential policies and information in relation to those policies, procedures and other matters such as whistle blowing.

Building on the training to procurement teams last year, the Amey Group continues to use its web-based training, accessible to its employees. We have developed a centralised dashboard to provide visibility to our managers on employee training completion. For off-line employees we have produced a training and briefing for cascading by supervisors, along with posters and communications materials on what to do, if you have a concern.

In 2021 Amey set an objective to reduce the use of temporary labour as an additional means to mitigate the risk of Modern Slavery. Progress was made on this objective through improved operational effectiveness and permanent recruitment.



## KEY PERFORMANCE INDICATORS (KPIs)

Amey's measures to combat Modern Slavery undergo constant review and the pro-active regime of training and internal and external audits has continued throughout 2021.

The main KPIs for ensuring the effectiveness of reducing the risk of slavery and human trafficking include:

Employee completion of Modern Slavery e-learning

Screening for duplications in employee data as a potential indicator of modern slavery (next of kin, bank details, bank addresses)

Percentage of suppliers using Constructionline

Continuous supply chain audits

Actual and potential incidents raised through any of the channels provided

During 2021 Amey completed the Government's Modern Slavery Assessment Tool for the second time, with a score of 94% (an increase from 87% in 2019).

No cases of Modern Slavery were identified in 2021.

## INDUSTRY ENGAGEMENT

In 2020 Amey became signatories to the Gangmaster and Labour Abuse Authority's Construction Protocol. The protocol commits signatories to:

- Work in partnership to protect vulnerable workers
- Agree to share information, where possible, to help stop or prevent the exploitation of workers
- Work together to manage information sensitively and confidentially
- Commit to raising awareness within the supply chain
- Maintain momentum through this protocol by communicating regularly

Amey actively participate in roundtables and webinars hosted by Government and the Business Services Association.

## IN 2022 AMEY WILL PROGRESS THE FOLLOWING ACTIONS

Continue to raise the awareness of Modern Slavery to our employees and our suppliers

Complete the Modern Slavery risk mapping assessment to help inform our auditing programme

Continue to strengthen its approach to supplier engagement and compliance on Modern Slavery

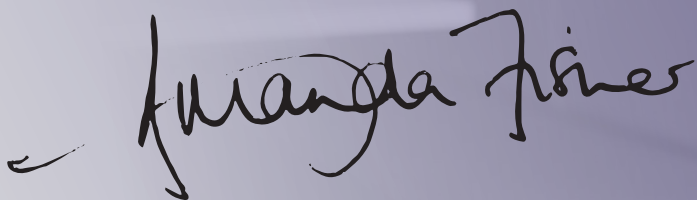
Collaborate with industry partners to ensure best practice is being applied. In particular Amey will be participating in the newly formed 'Service and Infrastructure Project Providers Modern Slavery Council'



This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Amey's slavery and human trafficking statement for the financial year ending 31 December 2021.

This statement applies to Amey UK plc and all of its subsidiary companies. The statement has also been approved by the Boards of Directors of the following group companies on today's date:

- Amey plc
- Amey Community Limited
- Amey Defence Services Limited
- Amey Defence Services (Housing) Limited
- Amey Fleet Services Limited
- Amey Group Services Limited
- Amey Highways Limited
- Amey LG Limited
- Amey OW Limited
- Amey OWR Limited
- Amey Rail Limited
- Amey Services Limited
- Amey Holdings Limited
- Amey Power Services Limited
- Amey Utility Services Limited
- AmeyCespa (East) Limited
- Byzak Limited
- Enterprise AOL Limited
- Enterprise Managed Services Limited
- Seilwaith Amey Cymru/ Amey Infrastructure Wales Limited



A handwritten signature in black ink that reads "Amanda Fisher". The signature is written in a cursive, flowing style.

**AMANDA FISHER**  
**CHIEF EXECUTIVE**

**22 FEBRUARY 2022**

