

## 2023 Modern Slavery Statement: Summary of key points for our supply chain partners

Balfour Beatty has published its annual [modern slavery statement](#), which outlines our commitment to eradicating all forms of modern slavery from our operations and supply chain. This note summarises the key points we want our supply chain partners to be aware of.

We encourage you to review your modern slavery programme to ensure that your business operations align with our shared commitment to combat modern slavery.

- Balfour Beatty is committed to being a responsible business, employing ethical business practices and fostering a culture of awareness and transparency. We strive to minimise the occurrence of modern slavery and labour exploitation throughout our operations and supply chain by committing to identifying and addressing potential modern slavery situations, fostering a culture of awareness and transparency, and complying with our regulatory duties.
- Our assessment is that the risks of modern slavery within our supply chain remain high and we will continue our efforts to engage and collaborate with our supply chain partners to address these risks. We expect our partners to do the same in tackling modern slavery within their own supply chains.
- Remediation and reporting are key elements of modern slavery risks mitigation. Balfour Beatty has a Speak Up policy<sup>1</sup>, which includes an independently managed ethics helpline available to employees and any third parties including our supply chain partners, to confidentially report concerns over any unethical, dishonest or illegal conduct. We encourage anyone working with us to raise concerns about unethical behaviour involving any member of the Balfour Beatty group of companies.
- Balfour Beatty launched its new Code of Ethics<sup>2</sup> 'Doing the Right Thing' in 2022. This applies across all our operations. We expect all our supply chain partners to adopt clear commitments on ethical business consistent with those in our Code of Ethics and to always act with integrity. Our Code of Ethics Supplier Standards<sup>3</sup> outline the principles and standards we expect our supply chain partners to abide by.
- Balfour Beatty is committed to providing training and resources to help our supply chain partners identify and respond to modern slavery risks. We encourage all our partners to make use of the free self-enrol learning pathways available through the Supply Chain Sustainability School<sup>4</sup>, and encourage your employees and further supply chain to do the same. As a minimum we recommend all your employees and supply chain partners self-enrol on the following learning pathways:
  - **Modern Slavery: An Introduction**  
A starting point aimed at increasing understanding of modern slavery risks within your organisation and within your supply chain
  - **Modern Slavery: Due Diligence**  
To build on your basic knowledge of modern slavery and delve deeper in due diligence within organisations and supply chains.
  - **Modern Slavery: Site Set-Up**  
Aimed at increasing understanding of modern slavery risks, to help your understanding in terms of spotting signs of victims of exploitation and outline what to do to set up construction sites to manage this issue.
- Balfour Beatty conducted a number of site and supply chain audits in 2022, resulting in measures being put in place to further strengthen our approach. Unannounced site audits are conducted to identify risks and detect gaps or practices that could lead to modern slavery being able to take place. There will be further unannounced audits on an ongoing basis. Should gaps be identified through these audits, Balfour Beatty is committed to working with you to ensure these are addressed and risk mitigated.
- Contracts with our supply chain partners include a requirement to comply with the Code of Ethics and Supplier Standards and to cooperate in implementing modern slavery audits and training for employees.
- We will be changing the pre-qualification process to include a requirement for all suppliers, regardless of size or turnover, to publish a Modern Slavery Statement in order to work with Balfour Beatty. This will be live by 2024.

<sup>1</sup> [www.balfourbeatty.com/how-we-work/our-code-of-ethics/speak-up-helpline](http://www.balfourbeatty.com/how-we-work/our-code-of-ethics/speak-up-helpline)  
<sup>2</sup> [www.balfourbeatty.com/how-we-work/our-code-of-ethics/](http://www.balfourbeatty.com/how-we-work/our-code-of-ethics/)

<sup>3</sup> [www.balfourbeatty.com/how-we-work/supply-chain/code-of-ethics-supplier-standards](http://www.balfourbeatty.com/how-we-work/supply-chain/code-of-ethics-supplier-standards)  
<sup>4</sup> [www.supplychainschool.co.uk](http://www.supplychainschool.co.uk)