



## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

### Company Approach

Soil Engineering Geoservices Ltd is one of the UK's leading specialist geotechnical contractors with a proven capability in all elements of ground investigation and stabilisation.

Soil Engineering is also part of the VINCI Group of companies, one of the largest global built environment organizations. Being part of the same group lends itself to collaborative working, following similar procedures and having access to a global resource in terms of people, equipment, technology and common suppliers.

All group companies share a mutual code of ethics and conduct, the code is delivered by the Director and Chief Executive Officer of the VINCI Group. Principles of the code of ethics and conduct are reflected within our vision of developing our modern slavery statement.

Soil Engineering takes its responsibility to avoid and mitigate any modern slavery in its operations extremely seriously. To that end we have developed a detailed policy and strategy that runs over 3 years to support this statement. Our approach to modern slavery shall be governed by our main board, who shall provide leadership from the top down, continually striving for best practice and leading by example. Our modern slavery policy will be communicated to our supply chain, embedded into our procurement policy and will become a part of the way we work.

### Supply Chain

We have a robust approach to supply chain management and understand that it is critical to the success of our modern slavery strategy and policy to engage with, support and develop our supply chain in this regard.

In developing our strategy and policy in relation to modern slavery, Soil Engineering Limited has taken the following steps:

1. Created and lead a Modern Slavery Working Group, with members from different disciplines and various parts of the UK businesses within the VINCI Group
2. Started recording information relating to modern slavery during the prequalification process.
3. Communicated its policy and statement to internal employees
4. Communicated its policy and statement to its supply chain.

5. Added additional language to its standard contractual terms with its suppliers and sub-contractors in relation to modern slavery.

Our policy and 3-year modern slavery strategy have been developed by the dedicated Modern Slavery Working Group. As a group we work closely with the Supply Chain Sustainability School and work cooperatively with our peers to identify modern slavery risk within our supply chains as part of this process.

As is detailed in our 3-year strategy, some of the key actions we have delivered in year 2 are: -

1. Increased the level of detail in relation to modern slavery within our pre-qualification process.
2. Identify risk areas within our supply chain through heat mapping
3. Develop appropriate training such as an E learning module for all employees and the supply chain.
4. Members of the group worked as part of the Supply Chain Sustainability School Modern Slavery special interest group to work collaboratively with other main contractors and suppliers to highlight risk areas within our supply chain.
5. We have also identified high risk areas within our own supply chain and will look to deliver training and development in these areas in year 2 of our strategy.
6. We have promoted the Supply Chain Schools resources to our key supply chain.
7. We are in the approval process of becoming part of the United Nations Global Compact

#### **Objectives for Year 3**

1. Continue to Increase the level of detail in relation to modern slavery within our pre-qualification process.
2. Continue to develop our heat mapping process.
3. Further develop any guidance and training our supply chain may require
4. Ensure the E Learning Module is available to all our supply chain
5. We will continue to develop clauses on modern slavery in our other standard contractual terms.

We will report on the success of the above actions in our 2020 statement as well as set the objectives for the following year.

This statement is made in accordance with Section 54 (1) of the UK Modern Slavery Act 2015 and constitutes Soil Engineering Limited's Modern Slavery Statement for the financial year end 31st December 2018. This statement has been approved by the Board of Directors.

Tristan Llewellyn



Managing Director

Soil Engineering Geoservices Ltd

Aug 2019