

Anti-Slavery and Human Trafficking Policy

Statement of Principles

Spie fondations recognises, and fully accepts, its statutory and moral responsibilities to develop and adopt a proactive approach to tackling hidden labour exploitation within its' own business and its' supply chain

The Company acknowledges that the exploitation of labour includes; forced labour; human trafficking for labour exploitation; payment for work-finding services; and work-related exploitation such as forced use of accommodation. It is understood that such practices are often well hidden by the perpetrators, and that victims are often reluctant to come forward

Spie Fondations aims to ensure that all employees within the business and within its' supply chain:

- have the freedom to choose to work or not
- are given equal opportunities and not subject to discrimination
- are treated fairly and with respect
- are not subject to abuse or intimidation
- are not expected to work more hours than allowed by statute
- have a safe working environment
- are paid at least the statutory minimum wage and not significantly below industry benchmarks

Policy Commitments

In order to meet these aims the Company shall:

1. ensure relevant managers are aware of the policy and their responsibilities for developing and operating company procedures relevant to this issue
2. not use any individual or organisation to source and supply workers without confirming that workers are not being charged a work finding fee
3. ensure that all staff responsible for directly recruiting workers are trained to be aware of issues around third party labour exploitation and the signs to look for
4. adopt a proactive approach to reporting suspicions of worker exploitation to the Gangmasters Licensing Authority and the police.
5. provide relevant information to its' employees and on its' worksites in various formats including posters, leaflets and inductions, encouraging workers to report cases of suspected labour exploitation
6. require labour providers and other organisations in the labour supply chain to adopt policies and procedures consistent with the above

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