

## FC Civils Solutions Limited (FCCS)

### Modern Slavery Statement

Financial Year 1 January to 31 December 2021

#### Introduction

FCCS is committed to taking all appropriate steps to combat slavery and human trafficking. We are proud of the steps already taken and continually seek to improve our practices to combat slavery and human trafficking.

#### The Organisation's Structure

FCCS is a company registered in England and Wales and operates throughout the UK and is part of the construction division of the Ferrovial group of companies and is ultimately owned by Ferrovial SA, one of the world's leading infrastructure operators and municipal services companies.

#### Ferrovial's Commitment to Combatting Slavery and Human Trafficking

Ferrovial has a good track record of demonstrating a high commitment to sustainability issues, including combatting slavery and human trafficking.

Earlier this year Ferrovial entered into the Dow Jones Sustainability Index for the 20<sup>th</sup> year running.

Ferrovial also participates in a number of international initiatives such as the Tripartite Declaration (International Labour Organisation), OECD Guidelines, United Nations Universal Declaration of Human Rights and the United Nations Global Compact. Having originally signed the UN Global Compact in 2002, Ferrovial ratifies its commitment to those principles every year.

The following Ferrovial policies (which are accessible on the Ferrovial website at <https://www.ferrovial.com/en-gb/sustainability/governance/>) demonstrate our commitment to combatting slavery and human trafficking:

- Code of Ethics
- Human Rights Policy
- Corporate Responsibility Policy

The above policies apply to all Ferrovial group companies. In addition, individual subsidiary companies have their own policies.

#### Supply Chain

FCCS has an extensive and varied supply chain and engage with various entities, including large corporations, SMEs, consultancies.

To ensure all those in the supply chain acknowledge and comply with Ferrovial's commitment to sustainability and responsible business practice (including combatting slavery and human trafficking), we include in our supply chain contracts provisions to oblige suppliers and subcontractors to comply with Ferrovial's Code of Ethics ("**Ethics Code**") which is available for review <https://www.ferrovial.com/en-gb/sustainability/ethics/corporate-code-of-ethics/>.

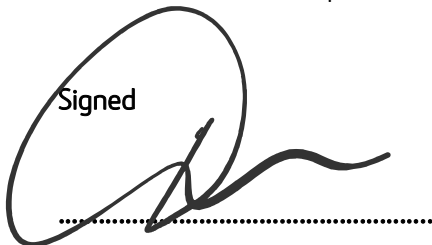
We regularly review our due diligence processes to ensure that appropriate checks are carried out on their suppliers and subcontractors prior to their appointment, to assess their commitment to combatting slavery and human trafficking, and to monitor their performance in this area.

### Training

All new employees have the benefit of a detailed induction process which includes making employees aware of their own rights and benefits, and the content of Ferroviaal policies.

A great emphasis is placed on setting ideal behavioural attitudes in new and existing employees. All new and existing employees must attend and participate in a training programme which emphasises a zero tolerance attitude to situations which are against Ferroviaal values and policies. All employees are made aware that a confidential hot line number is available to report any incidents or concerns and are encouraged to use it to report any concerns.

This statement is made pursuant to Section 54(6) of the Modern Slavery Act.

Signed 

Karl Goose  
Managing Director  
FC Civils Solutions Limited