Slavery and Human trafficking statement

1. INTRODUCTION

Slavery and Human Trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

2. OUR BUSINESS

Verbraeken Infra, part of the Infra Group, is a leading contractor for the installation, improvement and maintenance of underground and overhead distribution and transportation networks and lines. Our operating domains are electricity, public lighting, telecommunication, gas, water, sewage and urban heating. Our client our public and private companies.

The group has an annual turnover in excess of £136m.

3. ORGANISATION'S STRUCTURE

Infra Group has a lean organizational structure, the wide experience of our Project Managers and an efficient organisation with **short lines** of **reporting** makes it possible to react quickly to any signs of Slavery and Human Trafficking. Project Managers are reporting directly to the Management Directors.

4. OUR SUPPLY CHAIN

Our suppliers and subcontractors (including their subsidiaries) are expected to act in accordance with this statement in the performance of any agreement.

5. OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

This statement sets out the steps that Infra group has taken to ensure that slavery and human trafficking is not taking place in its business or any part of its supply chain. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.

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6. DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk:

- We have instructed the Project Managers to ensure optimum control of the work environment. ;
- We build long standing relationships with local suppliers and subcontractors and make clear our expectations of business behaviour;
- We have an equilibrium between our own employees and subcontractors. The subcontractors workforce will be verified when they attend their first site induction where their papers will be verified and checked that they are officially registered.

7. SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to Slavery and Human Trafficking. We expect all those in our supply chain and subcontractors comply with our values. The Project Managers are responsible for compliance in their respective departments and for their supplier relationships.

8. TRAINING

To ensure a high level of understanding of the risks of modern Slavery and Human Trafficking in our supply chain and our business, we provide training for all the concerned staff. All the Directors of the Infra Group have been briefed on the subject.

9. OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chain:

- Use of the official registration methods of the workers on site;
- Use of labour monitoring and payroll systems;
- Maintain a level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year

Tom Vendelmans
CEO
Infra Group NV