



## **Modern Slavery and Human Trafficking Statement**

Black & Veatch is an employee-owned, global leader in building critical human infrastructure. We provide our clients global experience and local resources to solve complex challenges in power, oil and gas, water and communications infrastructure around the world.

We are able to fulfil our mission of Building a World of Difference® with a global workforce of more than 10,000 professionals who provide expertise in consulting, engineering, procurement, construction, operations and program management. This depth of professional experience allows us to deliver reliable and innovative infrastructure solutions for our clients' most complex challenges. Black & Veatch (U.K.) Limited is the entity of the Black & Veatch Group which is active in the UK.

In line with our mission of Building a World of Difference® and our ability to improve and sustain quality of life around the world we firmly believe that we have a responsibility to do all that we can to eradicate modern slavery and human trafficking. Modern slavery is a brutal form of abuse, often undertaken by organised crime in which people are treated as commodities and exploited for criminal gain. Black & Veatch has adopted Group-wide policies directed towards seeking to ensure no such practices exist in any areas of business undertaken by us.

Black & Veatch is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy compliments our Code of Conduct and reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our Policy is considered by our leadership team to be a strong statement for our employees and business partners alike. It is reviewed from time to time for effectiveness and applicability.

Within our supply chain management systems we have the requirement that all suppliers are subject to diligence as determined by Black & Veatch. Checks related to all business practices of suppliers and those entities for which we undertake services are initiated early in a relationship and repeated at least every three years. The UK&I Supplier Code of Conduct includes a provision allowing Black & Veatch to conduct audits to confirm the supplier's compliance with the Code.

As a matter of upmost priority we continually review and assess as part of our business process our risk of potential exposure to slavery and human trafficking, not only in our supply chain, but in all aspects of our business activities, and we will continue to take whatever measures are necessary to ensure we do all we can to eradicate slavery and human trafficking. This includes:

**Initiating** training and awareness programmes for employees and particularly managers

**Ensuring** all employees are treated appropriately and have relevant access to welfare facilities and personal training, as provided by our employee handbook;

**Providing** employees, contracted workers and the public access to a third party managed reporting line;


**Reviewing** the practices applied by entities in our supply chain, including compliance with labour laws and standards of employment to ensure they are in keeping with our Group Standards and Values;

**Regularly checking** the subcontractor and supplier practices of those with whom we work;

**Undertaking** reviews of the circumstances of individuals when temporary or agency workers are engaged

**Working** with the UK Border Agency and other Government Agencies to ensure all site staff demonstrate appropriate qualifications to work in the UK.

Based on these assessments the directors consider it appropriate to make this statement pursuant to section 54(1) of the Modern Slavery Act 2015.

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Robbie Gibson, Director  
Black & Veatch (U.K.) Limited

23<sup>rd</sup> October 2024