

## Modern slavery and human trafficking policy statement

Arriva Rail London Ltd. (ARL) recognises that it has a responsibility to take a robust approach to slavery and human trafficking and is absolutely committed to preventing this in its corporate activities, and to ensure that its supply chains are free from slavery and human trafficking.

The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. ARL's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

Employees, customers or others who have concerns can make contact in a number of ways:

- In writing: addressed to either the HR Director or the Head of Business Assurance and Risk, Overground House, 125 Finchley Road, Swiss Cottage, London NW3 6HY
- Via email: [inconfidence@arrivarl.co.uk](mailto:inconfidence@arrivarl.co.uk)
- By telephone: 0203 031 9243

The organisation strives to maintain the highest standards of employee conduct and ethical behaviour.

ARL is owned by Arriva who launched a Responsible Procurement Programme across all operating countries in January 2015. ARL have adopted best practice from the Procurement Programme and the Supplier Code of Conduct. The organisation also complies with the obligations laid out within the Transport for London Ethical Sourcing Policy.

ARL is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions.

ARL will not knowingly support or deal with any business involved in human slavery or trafficking.

This statement will be reviewed and updated annually.



**Will Rogers**

Managing Director  
Arriva Rail London

Date: December 2016