

ARRIVA PLC – SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

The Modern Slavery Act 2015 (“**the Act**”) came into effect on 29th October 2015. This statement, as required under the Act, sets out the steps Arriva plc (“**Arriva**”), is taking to reduce the risk of slavery and human trafficking taking place in its supply chains or in any part of its business.

This statement applies to Arriva and all UK subsidiaries of Arriva, regardless of their turnover.

ARRIVA’S STRUCTURE AND ITS BUSINESS

Arriva is one of the largest providers of passenger transport in Europe, employing more than 60,000 people and delivering more than 2.2 billion passenger journeys across 14 European countries each year. Arriva operates a wide range of services including local buses, regional and national train services, trams and light rail, water buses, demand response, non-emergency patient transport and airport related transport services. Arriva has four separate operating divisions:

- UK Bus;
- UK Rail;
- Northern Europe; and
- Southern, Central and Eastern Europe.

Arriva is part of Deutsche Bahn (“**DB**”) and is responsible for DB’s regional passenger transport services outside Germany.

ARRIVA’S SUPPLY CHAINS AND ITS POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Principally, Arriva’s supply chains include the provision of goods and services that are required in order for it to provide passenger transport operations to its customers. Arriva expects the highest standards from all of its suppliers and has put in place various measures to reduce the risk of slavery or human trafficking taking place in its supply chains or in any part of its business.

Arriva has put in place a new Anti-slavery and Human Trafficking Policy to reflect its commitment to acting ethically and with integrity in all its business relationships. This includes implementing and enforcing effective systems and controls in order to minimise the risk of slavery and human trafficking taking place anywhere in its business or its supply chains. Arriva has also revised its Whistleblowing Policy so as to ensure employees are able to raise concerns about malpractice or wrongdoing, including in respect of slavery and human trafficking. Arriva recognises the

importance of enabling employees to speak out if they feel a malpractice is taking place. Arriva will continue to monitor both policies, and will update them as required.

Arriva's Responsible Procurement Policy and its Code of Conduct for Business Partners form part of Arriva's commitment to DB's strategy for social, economic and environmental performance. The Code of Conduct for Business Partners defines Arriva's requirements and principles for all business dealings it has with suppliers, consultants, agents and all other providers of goods and services. It includes specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in servitude, whether adults or children. The Responsible Procurement Policy sets out Arriva's expectations of suppliers and their supply chains, focusing particularly on the United Nations Global Compact's ten principles. In accordance with its own internal governance procedures, Arriva has incorporated both the Code of Conduct for Business Partners and the Responsible Procurement Policy into its contracting processes. Arriva expects its suppliers to hold their own suppliers to the same high standards.

ARRIVA'S EFFECTIVENESS IN COMBATING MODERN SLAVERY AND HUMAN TRAFFICKING

Arriva operates a risk-based approach to assessing suppliers and subcontractors' conformance with, and performance against, the ten principles within the United Nations Global Compact. Applying a methodology which is based around a suppliers' country of operation and their category of supply, higher risk suppliers across the whole of the Arriva Group have been identified and subjected to (or are currently being subjected to) further assessment. The results of this risk-based assessment procedure will continue to inform and develop Arriva's future risk management plans.

In addition, as part of its initiative to identify and mitigate risks associated with slavery and human trafficking, Arriva will continue to advance both its pre contract, and post contract processes and procedures in order to:

- identify and assess potential risk areas in its supply chains;
- mitigate the risk of slavery and human trafficking occurring in its supply chains;
and
- monitor potential risk areas in its supply chains.

Arriva remains dedicated to strengthening its practices in this area and it will continue to develop further measures, including the training of staff where appropriate, to further reduce the risk of slavery and human trafficking taking place within its own business and across its supply chains.

BOARD LEVEL SIGN OFF

Arriva has zero tolerance to slavery and human trafficking in all its business dealings. Arriva is committed to the prevention of slavery and human trafficking in all its forms and will not tolerate or condone it within any part of its business or supply chains.

This statement is made pursuant to section 54(1) of the Act and constitutes Arriva's slavery and human trafficking statement for the financial year ending 31 December 2016.



Dr Manfred Rudhart
Chief Executive

Arriva plc

Date: 16th January 2017