

ILF CONSULTING ENGINEERS UK LIMITED

SLAVERY AND HUMAN - TRAFFICKING STATEMENT

29.01.2024

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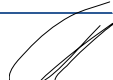


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REVISIONS

					 Ramakrishnan, Chandrasekhar 2024.01.29 14:58:21 +01'00'
0	29.01.2024	First Issue	MKS	C. Rama- krishnan	 H. Fassi <small>Digitally signed by Helmut Fassi DN: cn=Helmut Fassi, c=DE, o=ILF Group Holding GmbH, email=helmut.fassi@ilf.com Date: 2024.01.29 13:55:12 +01'00'</small>
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INTRODUCTION BY HELMUT FASSL (CHIEF RISK OFFICER OF ILF GROUP HOLDING GMBH) AND DR CHANDRASEKHAR RAMAKRISHNAN (ILF CONSULTING ENGINEERS UK LIMITED)

This is a joint statement, published on behalf of ILF Group Holding GmbH and ILF Consulting Engineers UK Limited.

We are committed to improving our practices to combat slavery and human trafficking. Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring that there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and, as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect our suppliers to hold their own suppliers to the same high standards.

OUR BUSINESS AND ORGANISATION STRUCTURE

The ILF Group consists of internationally active, independent and multi-disciplinary engineering, project management and consulting firms that have the joint mission to be a leader in improving quality of life around the globe, by helping its clients to successfully execute technically demanding industrial and infrastructure projects.

ILF Group Holding GmbH is the central shareholder of all companies of the ILF Group, headquartered in Austria.

The ILF Group Management Board co-ordinates the activities of the individual companies of the ILF Group.

The ILF Group has a workforce of 3,200 highly qualified employees at more than 45 locations across five continents, as follows:

- Australia
- Austria
- Canada
- Chile
- China
- Czechia
- France
- Georgia
- Germany



- India
- Iraq
- Italy
- Jordan
- Kazakhstan
- Kurdistan
- Laos
- Nigeria
- Norway
- Pakistan
- Peru
- Poland
- Romania
- Saudi Arabia
- Spain
- Switzerland
- Thailand
- United Arab Emirates
- United Kingdom
- United States of America
- Uzbekistan

One of the Companies of the ILF Group is ILF Consulting Engineers UK Limited.

OUR SUPPLY CHAINS

The primary suppliers in our supply chain are third party companies that supply our group companies with hardware, software, office facilities and office infrastructure.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

The management of all ILF Group companies are aware of their great responsibility in respect of their employees, clients and society as a whole and therefore always act in accordance with the applicable laws and standards. The management of all ILF Group companies are also committed to achieving the highest standards of ethics and compliance.

We are 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 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 that slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, the ILF Group has developed an Integrated Management System (IMS).

The IMS system contains all of the work processes that all ILF employees across the group are expected to comply with and combines quality management, safety, security, health protection, environmental management, compliance, knowledge management and project management.

As a result of our commitment to quality and our consistent improvements in this area, all Companies of the ILF Group are certified in accordance with ISO 9001 2005 and several are also ISO 45001:2019 SCC and ISO 14001:2015 certified.

The ILF Group has a Code of Conduct, which applies to all business activities of the ILF Group and to all employees. All employees are given the Code of Conduct at the outset of their employment and any breaches are regarded with the utmost seriousness.

ILF has policies in place which allow all companies within the ILF Group to:

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

ILF Group is absolutely committed to fostering an environment where whistleblowers can feel confident enough to report any experienced irregularities and identified misconduct. In fact our Compliance Management System, which is publicly available at <https://www.ilf.com/whistleblowing-contact/>, includes a structured whistleblowing system to facilitate this.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking.

Our remit is to ensure that all of our employees and business partners comply with the high standards which we set for ourselves, and ensure that their own organisations and supply teams are free from slavery and human trafficking.

The Company takes a top down approach to this issue and, as such, our Compliance Management System, which applies across all companies of the ILF Group, allocates specific ultimate responsibility for these areas to employees at the highest levels within the Group and individual companies within the Group.

At Group level, responsibility for ensuring compliance and managing risk rests with Helmut Fassel, Chief Risk Officer and Member of ILF Group Management Board.

Dr Chandrasekhar Ramakrishnan, Managing Director of ILF Consulting Engineers UK Limited, is responsible for ensuring compliance and managing risk at UK level.

The responsible individuals will seek to monitor any risk areas and encourage anyone to report any concerns regarding supplier activities.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide our Principals, employees and workers with a copy of the modern slavery policy and encourage them to report any concerns to their manager.

We have referred our people to the website www.modernslavery.co.uk to provide them with useful information on modern slavery and human trafficking, how to recognise the various different types and how to report it along with details of a helpline.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPIs) 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 chains:



- Information provided from any preferred suppliers.
- Any concerns raised by our Principals, employees or workers.

FURTHER STEPS

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains. We will continue to improve our processes, continue to encourage our Principals and staff to report any concerns they have and will continue to ensure that we comply with our obligations on an ongoing basis.

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 financial year ending December 2023.



Signed by Helmut Fassi, Chief Risk Officer, ILF Group Holding GmbH:

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Name: Helmut Fassi

Position: Chief Risk Officer Date: 29.01.2024

Signed by Dr Chandrasekhar Ramakrishnan, Managing Director, ILF Consulting Engineers UK Limited:

Signed:   Digital signiert von Ramakrishnan, Chandrasekhar
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Name: Dr. Chandrasekhar Ramakrishnan

Position: Managing Director Date: Jan 29, 2024