



DB Cargo (UK) Limited
Modern Slavery and Human Trafficking Statement

1. Purpose of this Statement

This Statement is made by DB Cargo (UK) Limited (**DBC UK**) pursuant to section 54 of the Modern Slavery Act 2015 (**MSA**) and covers the financial year ending 31 December 2019.

2. Our organisational structure

DBC UK is part of the Deutsche Bahn group and is the UK's largest rail freight company. We provide freight, infrastructure and passenger charter trains throughout the UK, and freight services to and from mainland Europe via the Channel Tunnel. We also provide traction and train crew for scheduled passenger operators and a full range of logistics, supply chain and associated services, including door-to-door deliveries, warehousing and terminal-management.

3. Our policies and commitments

Modern slavery takes many forms including servitude, forced and compulsory labour, human trafficking and deprivation of liberty for personal or commercial gain. DBC UK has a zero-tolerance policy approach to all forms of slavery and human trafficking. These are criminal activities and violate basic human rights.

DBC UK has a proud history of employee welfare. We recognise and work closely with trade unions to ensure our employees have fair and lawful working arrangements. Further information about our existing policies and commitments can be found on the 'Sustainability' page of our website and in the DB Ethics Code of Conduct contained in the 'Compliance' section of our website.

DBC UK is part of the wider Deutsche Bahn (DB) Group. The DB Group signed up to the UN Global Compact in 2009 and is a founding member of the rail sustainable procurement initiative "Railponsible", established in 2015 and since further developed. As part of the wider Deutsche Bahn Group, DBC UK subscribes to the Group's Code of Conduct and Code of Conduct for Business Partners, a binding set of rules which guide and support when dealing with ethical challenges that might arise in the course of day to day management.

This Statement outlines the steps taken by DBC UK throughout financial year 2019 to mitigate the risk of modern slavery and human trafficking taking place in any part of our business operations or supply chain and builds on the extensive steps already implemented since the MSA came into force.

As part of DBC UK's ongoing commitment, a single reference document (referred to as the Business Principles) has been created setting out our fundamental commitments and expectations on key areas of compliance including modern slavery and human trafficking. Once implemented (in quarter 1 2020), the Business Principles will be communicated to customers, suppliers and other third parties working with DBC UK to ensure that they also comply with the same stringent requirements expected of DBC UK. The Business Principles are a further way of demonstrating that the prevention of modern slavery and human trafficking is embedded and understood throughout DBC UK. It remains a condition of doing business with DBC UK that suppliers respect the letter and spirit of the MSA.

4. Endorsement of this Statement

The Board of DBC UK recognises the importance of the matters considered in this Statement and the MSA. We will continue to take all measures necessary to ensure that slavery and human trafficking have no place in DBC UK's business operations. The Board welcomes this opportunity to restate its commitment to ethical and responsible practices in all parts of DBC UK.

Hans-Georg Werner
CEO, DB Cargo (UK) Limited
Effective: January 2020