



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 2021. It outlines the steps taken by DBC UK to remove the risk of modern slavery and human trafficking taking place in any part of its business operations or supply chain and builds on the extensive steps already implemented since the MSA came into force. This Statement will be made available on DBC UK's website and also on the Government's Modern Slavery Register.

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, as well as added value solutions such as warehousing and product handling. By operating freight services to and from mainland Europe via the Channel Tunnel, DBC UK is able to directly connect into our Group Companies' diverse European network.

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 "Railsponsible", established in 2015 and since further developed. DBC UK is bound by a number of key Group policies including the 'Code of Conduct for Business Partners', a set of rules which guide and support local Group companies when addressing any ethical challenges that might arise in the course of day to day business dealings with third parties. During the pandemic, DBC UK has continued to use existing and trusted suppliers. Our template Framework Agreement for suppliers includes a requirement to perform its duties and obligations in compliance with the principles set out in the Code of Conduct for Business Partners.

DBC UK continues to monitor relationships with all third parties (new and existing) to ensure compliance with both legislation and DBC UK's own internal rules. DBC UK expects all parts of its supply chain to take necessary action to promote ethical business practices, and compliance with the MSA remains a condition of doing business with DBC UK.

DBC UK welcomes the opportunity to collaborate with employees and third parties to eliminate the risk of improper business practices or conduct across its operations. The company actively encourages a 'speak up' culture to ensure conduct or transactions that are inconsistent with the rules and principles described in this Statement are properly reported and addressed.

During the course of 2021, we have implemented a comprehensive compliance management system and documented our commitments in the company's core document, the "Business Principles". The Business Principles set out DBC UK's fundamental commitments and expectations on key areas of compliance including modern slavery and human trafficking. The Business Principles can be found at <https://uk.dbcargo.com/rail-uk-en/Our-Company/compliance>. They were implemented in quarter 1 of 2021 and communicated to employees, customers, suppliers and other third parties working with DBC UK. The



Business Principles promote and foster the responsible culture and practices that DBC UK strives to attain in all of its business dealings. The Business Principles will continue to be highlighted to new employees at corporate induction and also issued to any new suppliers and customers.

E-training on specific topics from the Business Principles has been rolled out across the business in 2021. A programme of further training is in the pipeline for 2022 to ensure continuing awareness of Business Principles and best practice across DBC UK.

4. Endorsement of this Statement

The Management 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 Management Board welcomes this opportunity to restate its commitment to ethical and responsible practices in all parts of DBC UK.

A handwritten signature in blue ink, appearing to read 'A. Rossi', with a stylized flourish at the end.

Andrea Rossi
CEO, DB Cargo (UK) Limited

Effective: January 2022