



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 2022. 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.

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 subject to and implements a number of key Group policies including the 'Code of Conduct for Business Partners', a binding set of rules which guide and support local Group companies when dealing with any ethical challenges that might arise in the course of day to day business dealings with third parties.

To ensure greater transparency, we uploaded the DBC UK 2021 Modern Slavery and Human Trafficking Statement to our website and also to the Government's Modern Slavery Registry, and will continue to do so with all future Statements.

DBC UK continues to monitor relationships with 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.

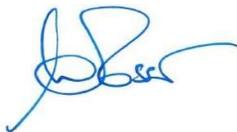
DBC UK's core document, the "Business Principles", sets out our fundamental commitments and expectations on key areas of compliance including modern slavery and human trafficking. This is available on DBC UK's internal platform for employees and its external website (<https://uk.dbcargo.com/rail-uk-en/Our-Company/compliance>). A hard copy is also available. It is communicated to employees at corporate induction, and customers, suppliers and other third parties working with DBC UK are provided with a copy. The Business Principles promotes the responsible culture and practices that DBC UK strives to attain in all of its business dealings.

DBC UK has implemented a Corporate Responsibility Group which oversees and monitors the commitments laid out in the Business Principles. 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.

A communications plan on specific topics from the Business Principles will be rolled out across the business in 2022 (as in previous years) 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 'Andrea Rossi', with a stylized flourish at the end.

Andrea Rossi
CEO, DB Cargo (UK) Limited

Effective: January 2023