

## **Slavery and Human Trafficking Statement**

Prysmian is committed to ensuring that all of our workers are safeguarded, treated fairly and with dignity. We will not tolerate any form of exploitation and human trafficking whether this relates to our directly employed workforce or any of our supply chain.

### **Organisational structure:**

In the UK, Prysmian is engaged in the manufacture and installation of energy (including submarine) and telecommunications cables and systems to service home and export markets. In undertaking these activities Prysmian utilises its directly employed workforce as well as an extensive global supply chain.

### **Policies:**

The Prysmian Group Ethical Code highlights as fundamental the requirement to respect workers rights and, in dealings with suppliers, to have a reciprocal approach of lawfulness, transparency, honesty and collaboration. During 2016 we introduced a specific Anti-Slavery Policy which sets out our approach to preventing exploitation and human trafficking within our workforce and that of our supply chain. The policy covers the following key areas.

1. Recruitment – the policy sets out the due diligence processes which we follow in relation to recruitment to ensure we minimise the risk of slavery and human trafficking within our directly employed workforce.
2. Supply Chain – the policy sets out the due diligence processes which we follow in relation to the engagement of new suppliers as well as subsequent reviews and audits to ensure we minimise the risk of slavery and human trafficking within our supply chain. We require our direct suppliers to undertake steps to ensure this risk is minimised for organisations indirectly supplying to us as part of our direct suppliers' own supply chain.
3. Training – the policy sets out our commitment to providing appropriate training to those members of our staff who are involved in managing recruitment and our supply chains.
4. Reporting – the policy encourages our employees to notify any concerns and sets out the various options available, including details of our Group Whistleblowing Policy which enables individuals to report concerns confidentially and anonymously.

**Action taken during 2016:**

In addition to the introduction of the Anti-Slavery Policy described above, during 2016, we updated our standard terms and conditions of purchase to include specific obligations on our supply chain in relation to modern slavery. This provides a specific contractual mechanism to facilitate the monitoring and assessment of compliance by our supply chain with the Modern Slavery Act 2015.

**Action to be taken during 2017:**

During 2017 we intend to continue to monitor and assess our supply chain in terms of identifying areas where there is a risk of slavery and human trafficking in order that we can take appropriate steps to manage that risk.

This statement is made pursuant to the requirements of Section 54 of the Modern Slavery Act 2015 in respect of the financial year ended 31 December 2016. The statement has been approved by the board of directors of Prysmian Cables & Systems Limited.



Llyr Roberts  
Chief Executive Officer  
Prysmian Cables & Systems Limited  
27 January 2017