

ENGIE Modern Slavery Statement

Overview of business and supply chain

ENGIE is a leading energy and services company employing approximately 20,000 people in the UK across energy generation and trading, energy supply and services and regeneration and FM services. We comprise a number of different ENGIE businesses and this statement is being made by ENGIE Services Holding UK Limited on behalf of itself and its subsidiaries and by International Power Ltd. on behalf of itself and its subsidiaries operating and established in the UK.

We service over 32,000 sites for customers within local and central government, UK energy system, residential, industrial and commercial sectors. We purchase a wide range of products and services from several thousand suppliers in the UK for both our customer and own sites.

ENGIE is member of the United National Global Compact. We encourage our suppliers to share in the 10 principles of the Global Compact in the field of human rights, labour law, the environment and anti-corruption.

Our policies and practices

We have in place a set of policies, processes and procedures to ensure that slavery and human trafficking is not taking place in our supply chain or our operations:

- ENGIE's Group Ethics Charter and Policy which sets out expected behaviours in relation to ethical requirements which is also included in our Standard Terms and Conditions for supplier.
- Code of Conduct (December 2016) in Supplier Relations includes the principles we follow when dealing with suppliers.
- Our standard agreements with suppliers include specific clauses around complying with the Modern Slavery Act 2015.
- We base our supplier selection on objective and transparent criteria that include the consideration of environmental, social and ethical performance.
- ENGIE is issuing the first annual self-assessment questionnaire to key suppliers; this includes questions on Modern Slavery and Human Trafficking.
- We assess instances of non-compliance of which we become aware, taking appropriate remedial action in a timely manner and as expeditiously as possible. ENGIE will cease trading with suppliers showing persistent disregard for important elements of environmental, social and ethical performance.
- We have also implemented a new Equality and Diversity Charter for Suppliers that reaffirms our commitment to equality and diversity requirements within our supply chain.

Our due diligence and risk assessment process

In our own operations

ENGIE has developed an internal "Ethics and Compliance UK" reporting system. This reporting system provides a place where acts of unethical or non-compliant behaviour, which would include modern slavery or human trafficking, can be reported for escalation. Any matters raised are assessed through a formal investigation procedure and considered by a committee of the Board. Our ENGIE UK Ethics Policy sets out a clear mechanism for reporting of any issues. This enables individuals to raise issues through ENGIE's ethics and compliance reporting line, by way of an ethics mailbox or ethics hotline.

We carry out a number of pre-screening checks across the business during recruitment, and ensure robust Right to Work checks take place before employment starts and that checks continue to be carried out for those individuals whose right to work is not permanent.

In our Supply chain

Suppliers are required to notify us of any breach or potential breach of the Modern Slavery Act 2015. There are also requirements in place in our agreements with our suppliers for them to implement due diligence for their own suppliers and subcontractors to ensure there is no slavery or human trafficking in their supply chain.

ENGIE has re-defined and launched its Supplier Relationship Management Programme with critical suppliers. The process helps us to work with suppliers on where improvements can be made to their environmental, social and ethical performance.

Risk reviews are being undertaken with critical/Tier 1 suppliers (physical, business and volume risk) to identify areas of risk in the supply chain.

Training our employees and suppliers

The Supply Chain Sustainability School's training on the Modern Slavery Act is mandatory for all of the procurement team. Management level ENGIE employees have undertaken mandatory ethics training and ethics training will be delivered to all staff. All new management level starters and starters working in procurement agree to comply with the ENGIE Codes of conduct governing our business ethics and our policies and standards.

Measurement of our progress

We have developed a set of key performance indicators (KPIs) to report our performance. This list includes:

- Procurement team completed Modern Slavery Training and Ethics Training
- Critical suppliers being mandated to complete the Sustainability Supply Chain School Modern Slavery Training modules.
- Incoming employees having been provided with a copy of the Ethics Policy and Charter
- Management level employees having been trained with regards to our UK Ethics Policy and Charter

Our future plans

- In September 2017 a self- assessment questionnaire, which includes questions on Modern Slavery and Human Trafficking will be rolled out with other suppliers. Based on responses full on-site audits will be conducted.
- A training day is being organised through the Supply Chain School for Agency suppliers partnering with other Supply Chain School Funding Partners.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2016.



Wilfrid Petrie
CEO BU UK & Ireland
On behalf of ENGIE Services Holding UK Limited and its subsidiaries and International Power Ltd. and its subsidiaries operating and established in the UK.

Date: 27 July 2017