

	Modern Slavery and Human Trafficking Statement	Issue no. 1	Document Ref: SMT08
		Issue date: 9 th March 2021	Author: Adeline Ginn

Modern Slavery is a crime and a violation of fundamental human rights. It can take various forms, including slavery, servitude, forced and compulsory labour, child labour and human trafficking, all of which have in common the deprivation of a person's liberty and freedom by another in order to exploit them for personal or commercial gain.

This Statement is provided on behalf of CPMS TOPCO Limited and Collaborative Project Management Services Limited (together "CPMS").

The Modern Slavery Act (the "Act") requires any organisation with a global annual turnover of £36m or above operating in the United Kingdom to produce an annual Modern Slavery Statement (a "Statement"). CPMS has a turnover of less than £36m per year and thus, under the Act, is not legally obliged to issue a Statement on its own. However, on 5 February 2021, Egis SA acquired a majority shareholding in CPMS and CPMS is now part of the Egis Group ("Egis"). CPMS is therefore issuing this Statement alongside that issued by its majority shareholder, Egis, pursuant to section 54 of the Act, to reiterate CPMS' zero-tolerance approach to Modern Slavery within its business, customers or supply chain.

1. CPMS Commitment

CPMS considers that modern slavery and human trafficking are extremely serious crimes, grave violations of human rights and contrary to the ethical standards and values that CPMS holds dear.

CPMS is committed to implementing and maintaining effective systems and controls to ensure Modern Slavery is not taking place anywhere in its own business and to combat the risk of Modern Slavery taking place in its supply chains.

2. CPMS employees

Since the Act came into effect on 31 March 2016, CPMS has:

- made the CPMS Board aware of the requirements of the Act
- drafted a Modern Slavery and Human Trafficking Policy (the "Policy") which details CPMS' high ethical standards. The Policy was launched through internal all-staff communications and is reviewed and, when necessary, updated, on a yearly basis
- made all CPMS employees aware of the Policy. The Policy is updated and recirculated to all employees on a yearly basis with instructions to each member of staff to acknowledge receipt and to confirm they have read and understood the Policy
- included a copy of the Policy in the Induction Pack provided to each new CPMS employee with instruction to confirm in writing that they have received, read and understood the Policy. The Induction Pack is updated on a yearly basis
- reinforced its hiring process to ensure that CPMS' Human Resources Department only uses reputable agencies to support CPMS recruitment need, that all prospective employees are legally entitled to work in the UK and that CPMS avoids using of casual labour. CPMS recruitment agencies panel is reviewed regularly by the HR Director to ensure that the approach set out above is maintained

	Modern Slavery and Human Trafficking Statement	Issue no. 1	Document Ref: SMT08
		Issue date: 9 th March 2021	Author: Adeline Ginn

- reviewed CPMS' Corporate and Social Responsibility Policy, Whistle-blowers Policy, Bullying and Harassment Policies and Procedures, Equality and Diversity Policy, to ensure CPMS maintains a non-discriminatory and respectful working environment for all employees and that each member of staff feels confident to expose wrongdoing and report any suspected a breach of the Act (among other matters) without any risk to themselves
- reviewed CPMS Health and Safety Policy in place to ensures all employees are working in a safe environment.

3. CPMS supply chain

CPMS believes in acting ethically and with integrity in all business dealings and relationships and CPMS expects the same high standards from all of its contractors, suppliers and other business partners.

To this end, CPMS:

- will not enter into business relationship with any organisation, in the UK or abroad which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour
- will only enter into business relationship with contractors, suppliers and business partners who, to CPMS' knowledge, are credible, ethical and have a track records of treating employees fairly
- sends a copy of the Policy to all new direct contractors, suppliers and business partners and requires them to acknowledge receipt and to agree to comply with the Policy
- seeks to include Anti-Slavery and Human Trafficking provisions in all its new contracts, with terms requiring compliance with the provisions of the Act
- makes it clear that, where necessary and appropriate, including in respect of a situation of legal or CPMS policy non-compliance, CPMS will take steps to cease engagement and/or the business relationship with the relevant contractor, supplier or business partner.

4. Next steps

In the financial year ahead, CPMS will continue to review the effectiveness of the Modern Slavery and Human Trafficking processes it has in place, as detailed above, to ensure that Modern Slavery is not taking place anywhere in its own business nor in its supply chains.

This Statement has been approved by Mat Baine, Chief Executive Officer, for the financial year ending 31 March 2021.

This Statement will be reviewed and updated every year.