

Ethical Employment & Modern Slavery

Annual Statement 2024-25

FCC Construcción UK will not tolerate modern slavery or human trafficking in our company or in our supply chains. We carry out due diligence and have systems in place to achieve compliance in ethical employment.

The principles of our Ethical Employment and Modern Slavery Policy were developed in line with FCC's Human Rights Policy, Code of Ethics and Conduct, Protocol for the Eradication and Prevention of Harassment and Ethical Channel.

This statement sets out the steps that we have and are taking to ensure that modern slavery and human trafficking is tackled and how we promote ethical employment and transparency in our supply chains.

Who we are and what we do

FCC Construcción UK is one of the UK's leading companies in the construction industry, with its activities covering all areas of engineering and construction and it is a benchmark for civil works (roads, railways, airports, hydraulic and marine works, tunnels, bridges) and residential and non-residential building works such as hospitals, football stadiums, museums, offices, etc.

All staff have received training and have been made aware of the requirements through an internal communications initiative.

Our Policy on Ethical Employment & Modern Slavery

FCC Construcción UK's Ethical Employment & Modern Slavery Policy adopts an integrated approach, bringing together key areas of health & safety, human resources, procurement and finance.

This approach is led by our UK Branch Representative, Ignacio Poyales, who has been appointed as the Ethical Employment Champion. This demonstrates our commitment to these important issues.

Our Supply Chains

In December 2021, we committed to the Government's 'Code of Practice on Ethical Employment in Supply Chains' and the safeguarding processes and responsibilities under the Modern Slavery Act 2015.

Since then, we have encouraged and monitored our supply chain. Throughout 2023 we reviewed risk areas in existing contracts and engaged with prospective suppliers.

All of our sub-contractors comply with the Government's requirements of Ethical Employment & Modern Slavery. The majority have now separately registered their companies.

This means that our supply chain shares our values and commitment to the Code of Practice.

We continue to ensure that our suppliers are paid within 30 days.

Our Employment Practices

All our employees are paid the National Living Wage or above.

We ensure that false self-employment is not undertaken and that zero hours contracts are not used unfairly.

Our policies ensure that staff can freely join trade unions.

Further Steps

Throughout 2024-25 we will:

- make training available to relevant staff, where there are changes to key members of the team.
- continue to promote our commitment to existing and new staff.
- gather evidence from our existing supply chain, who have not separately registered, to demonstrate that they continue to share our values and commitment to the Code of Practice.
- gather evidence in advance of any new suppliers being appointed.
- include a copy of our Ethical Employment & Modern Slavery Policy and question sets on ethical employment in all new tenders.

Signed.....

Date4/5/2024.....

Ignacio Poyales
FCC Construcción SA UK Branch Office
Representative