



AN ABB &  
SNC-LAVALIN  
COMPANY

## Linxon Modern Slavery and Human Trafficking Statement

At Linxon, we are fully committed to detecting and preventing slavery and human trafficking in our operation and supply chain. This statement is made in accordance with Section 54 of the UK Modern Slavery Act 2015 for the financial year ending December 31, 2019.

### About us

Linxon is a joint venture company set up by SNC-Lavalin and ABB to deliver turnkey electrical AC substation projects. We undertake turnkey electrical alternating current substation projects related to renewable and conventional power generation, power transmission and transportation solutions. Our global presence extends to North America, Europe, the Middle East and Asia Pacific. Our supply chain comprises over 500 global suppliers in more than 40 countries, which provide a wide range of products.

This statement sets out the actions that we have taken to understand and inhibit all potential modern slavery and human trafficking risks related to our business, in accordance with our Group core values: Safety, Integrity, Collaboration and Innovation.

### Our policies on modern slavery and human trafficking

Linxon have established the following strategies for identifying and preventing slavery and human trafficking:

- Code of Conduct, which sets the standard of ethical behaviour for conducting our operations and business relations. It applies to all our employees and is based on the [UN Global Compact principles](#). The most recent version of the Code specifically states that modern slavery, including forced, bonded or child labour and human trafficking, are strictly prohibited.
- Supplier Code of Conduct, which summarizes our governing principles and expectations for integrity regarding our suppliers, including those related to human rights and modern slavery. We expect our third parties to accept integrity-related contractual provisions and to adhere to this Code, along with all applicable laws and regulations.
- Duty to Report procedure, which encourages our employees and third parties anywhere in the world to speak up about any known or suspected violations of our Code, as well as any transgression of applicable laws, rules and regulations. This includes any concerns about modern slavery and human trafficking. Investigations from reporting are carried out by an external service provider with the utmost respect, discretion and privacy. They are kept confidential to the extent permitted by law and subject to the company's need to fully investigate the matter.

### Training and Awareness

Every year, Linxon employees at all levels are required to complete a certification process to ensure that our Code of Conduct is understood and properly applied to our daily activities. This year, a training module focused on modern slavery and human trafficking was included in the Code of Conduct online training.

### Looking Ahead

This statement has been approved by the Chief Executive Officer of Linxon, who is responsible for implementing and monitoring this Policy and all employees and persons working on our behalf have the duty to share our commitments. Everyone is empowered to speak up and act to ensure that they are met.

Frédéric Trefois

Chief Executive Officer

June 8, 2020