

# Modern Slavery and Human Trafficking Statement

At SNC-Lavalin, we strive to ensure that everything we do respects the highest standards to prevent modern slavery and human trafficking in order to meet our responsibilities to our people, our stakeholders and our society.

## Our principles

We are dedicated to protecting our employees, contractors, partners and clients from any form of modern slavery and human trafficking by promoting their wellness throughout all our activities in accordance with our core values: Safety, Integrity, Collaboration and Innovation.

## Our commitments

- › Our Code of Ethics and Business Conduct lies at the heart of our Integrity program and sets the highest expectations for integrity in our business dealings across all our divisions, sectors, business units, regions and subsidiaries;
- › Our Supplier Code of Conduct summarizes SNC-Lavalin's expectations and governing principles. These principles apply to all our suppliers, including our business partners;
- › We strive to deal transparently and accurately with third parties. We want to work with third parties who share our values and culture of integrity and expect them to embrace and implement our best practices. As part of our initiative to identify and mitigate risk, we carry out due diligence on our third parties, including clients, suppliers and business partners;
- › We undertake risk assessments when required to review our global supply chain practices in order to determine where our operations present a higher risk of modern slavery and human trafficking. Where we identify higher risks, we implement mitigation measures to manage them;
- › To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training for employees in key positions. Our training actively explains human trafficking, how to recognize it and proposes compliance strategies to use internally and throughout the supply chains. This training is mandatory for the entire senior management team, as well as managers and professional staff in the Human Resources, Legal, and Integrity teams;
- › Everyone at SNC-Lavalin has an important duty and a responsibility to report in good faith any known or suspected violation of our Code and its underlying policies, as well as any violation of applicable laws, rules or regulations. This includes any concerns about slavery and human trafficking. The [reporting line](#) is a secure reporting system operated by an independent third-party service provider;
- › Lastly, we are committed to continuously improving our practices to combat slavery and human trafficking.

The President and Chief Executive Officer of SNC-Lavalin 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.



Neil Bruce

President and Chief Executive Officer

July 2018



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