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Better lives.

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CPCS MODERN SLAVERY STATEMENT

Our commitment

CPCS does not tolerate modern slavery, servitude, forced or compulsory labour, child labour or human trafficking in any part of our business or supply chains. This statement explains how CPCS Transcom UK Ltd and the CPCS group entities it covers identify, prevent and manage these risks, and sets out the steps taken during the financial year ending 31 August 2027.

Our approach: Our board-approved Integrity Code sets the standard. Partner due diligence, contract terms, annual certification and safe reporting channels put it into practice across our business and supply chains.

Scope and organisations covered

This statement is published voluntarily by CPCS Transcom UK Ltd (company number 02897318). CPCS Transcom UK Ltd's UK turnover is below the £36 million threshold in section 54 of the Modern Slavery Act 2015. We publish this statement because our clients, partners and the public sector expect transparency on these issues.

This statement covers the following organisations and their supply chains:

- UK subsidiary of CPCS Transcom Ltd.: **CPCS Transcom UK Ltd**

This statement will be published on the UK website of each organisation it covers.

(a) Our structure, business and supply chains

CPCS is a global infrastructure advisory group. We advise governments, operators, regulators, funders and suppliers on the justification, funding, procurement, operation and improvement of transport and infrastructure projects. CPCS Transcom UK Ltd is the UK subsidiary of CPCS Transcom Limited and provides these services from London to clients in the UK, Ireland, Europe and international markets.

Our supply chain is limited and mainly made up of professional services:

- Professional associates, independent consultants and sub-consultants engaged on client assignments, mostly in the UK, Canada and other established markets.
- Consortium and delivery partners on joint bids and contracts.
- Office, IT, travel, facilities and other corporate service suppliers.

Our policies, due diligence and performance

Requirement	What it covers	Our approach
(b) Policies	Our policies in relation to slavery and human trafficking.	• Our Integrity Code, approved by the CPCS Board of Directors, prohibits forced labour, modern slavery, child labour (no employees under 18) and human trafficking. • The Code commits CPCS to upholding fundamental human rights and to a real Living Wage in every jurisdiction where we operate.

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(c) Due diligence	Our due diligence processes in relation to slavery and human trafficking in our business and supply chains.	• Business partners, sub-consultants and independent consultants must agree to follow the CPCS Integrity Code when they are engaged. • Partners complete a due diligence questionnaire covering public-official interests, corruption and fraud proceedings, and debarment or sanctions listings. The questionnaire is renewed every two years. • Client requirements, including integrity and anti-slavery obligations, are passed down through our sub-consultant agreements.
(d) Risk assessment and management	Where in our business and supply chains there is a risk of slavery and human trafficking, and the steps we take to assess and manage that risk.	• We assess our direct operations as low risk because our work is office-based and delivered by skilled professional staff. • We apply additional checks to higher-risk areas (see "Risk areas and how we manage them" below).
(e) Effectiveness	How effective we are at ensuring slavery and human trafficking are not taking place, measured against performance indicators.	• We track: annual Integrity Code certification completed by all CPCS People (target: 100%); new sub-consultant and partner agreements that include the Integrity Code (target: 100%); partner due diligence questionnaires in place; and concerns reported, investigated and resolved. • During the reporting period: No incidents were reported or identified.
(f) Training and capacity building	The training and capacity building about slavery and human trafficking available to our staff.	• All CPCS People complete an annual integrity certification, which covers human rights and anti-slavery expectations. • Integrity standards are covered at induction, and the Corporate Integrity Officer provides guidance when needed.

Risk areas and how we manage them

We consider the following parts of our business and supply chains to carry a higher, though still limited, risk of modern slavery:

- outsourced facilities services, such as cleaning, security and catering, where low-paid or agency labour may be used;
- IT hardware, office equipment and promotional goods with complex international manufacturing supply chains;
- travel and accommodation booked for project work, particularly in higher-risk countries;
- local partners, sub-consultants and survey or data-collection teams engaged on international assignments; and

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- recruitment through third-party agencies.

To manage these risks, we use reputable suppliers, apply Integrity Code and partner due diligence requirements according to the nature of the service and its location, check right to work for all UK employees, and include contractual controls that allow us to act if concerns arise. Anyone can raise a concern with their manager, the Talent Management team, the Corporate Integrity Officer at integrity@cpcs.ca or through an anonymous online form. CPCS does not tolerate retaliation against anyone who reports a concern in good faith.

Governance and accountability

The CPCS Board of Directors approves the Integrity Code. The Board-mandated Audit, Risk and Integrity Committee, supported by independent auditors, oversees how the Code is interpreted and applied and drives continuous improvement. In the UK, the VP Europe & UK is accountable for this statement and for applying these controls to UK operations and supply chains. We review this statement every year and update it to reflect changes in our business, risks and performance.

Publication and document reference

- Document reference: CPCS Modern Slavery Statement, CPCS Transcom UK Ltd, financial year ending 31 August 2027, Version 1
- Supporting policy: CPCS Integrity Code (issued 1 September 2023, last reviewed 29 July 2025)

Approved by	 Camille Wu, VP Europe & UK, on behalf of the Board of CPCS Transcom UK Ltd
Date Signed	5 November 2026
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