



Modern Slavery Statement

Written Statement on Modern Slavery Financial Year April 2018 to March 2019

Purpose

This statement applies to Transport for Wales (TfW) and refers to the financial year 1 April 2018 to 31 March 2019.

The Organisation

TfW is a not for profit company, wholly owned by the Welsh Government. TfW exists to drive forward the Welsh Government's vision of a high quality, safe, integrated, affordable and accessible transport network that the people of Wales are proud of. It will also help to change the way we understand, plan, use and invest in transport in Wales.

TfW is key to delivering the Welsh Government's key themes as set out in Prosperity for All: The National Strategy. The organisation is responsible for procuring and delivering sustainable transport in Wales and the Borders through contractual arrangements with an Operator and Development Partner (ODP) and Infrastructure Delivery Partners (IDPs).

TfW's registered office address is QED Centre, Main Avenue, Treforest Industrial Estate, Pontypridd, Rhondda Cynon Taff, CF37 5YR. Staff are currently located in South Gate House, Wood Street, Cardiff, CF10 1EW. It is planned that TfW will co-locate with the ODP and other related organisations in new offices in Pontypridd 2020 and additional office(s) in North Wales.

Definitions

TfW considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat



- Being owned or controlled by an employer through mental or physical abuse, or the threat of abuse
- Being de-humanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restrictions placed on freedom of movement.

Commitment

TfW acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. TfW understands that this requires an ongoing review of practices in relation to its labour force and its supply chains.

TfW does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to TfW in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. TfW strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation and, in many cases, exceeds those minimums in relation to its employees.

Policies

TfW has in place or is developing policies on the following:

- Ethical Employment
- Whistleblowing
- Employee Code of Conduct
- Recruitment
- Procurement



TfW has signed up to the Welsh Government's Code of Practice on Ethical Employment in Supply Chains (the Code of Practice) and requires strategically important suppliers and their supply chain to sign up to it. All other suppliers to TfW are encouraged to sign up to the Code of Practice. TfW is also taking steps to become a Living Wage accredited employer in accordance with the Code of Practice and take action to eliminate the inappropriate use of zero hours contracts. TfW is also committed to eliminating false self-employment practices, umbrella contracts and union backlisting in accordance with the Code of Practice.

Supply Chains

The main supply chains of TfW currently relate to the delivery of the rail service in Wales and the Borders and construction / engineering work to develop sustainable transport infrastructure. TfW's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

To help monitor adoption of the Code of Practice and to specifically address issues relating to modern slavery, TfW has appointed an organisation to act as Supplier Champion and provide a confidential and impartial service to help resolve disputes in the supply chain and identify any potential breaches of the Code of Practice. This function will report to the Safety and Sustainability Director.

Potential Exposure

TfW considers its main exposure to the risk of slavery and human trafficking to exist in lower tier supply chains, such as facilities management services and products procured involving the provision of labour in a country where protection against breaches of human rights may be limited.

In general, TfW considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services. The Supplier Champion service will play a major role in assessing risk and prioritising actions.

Steps Taken as at April 2018



TfW carries out due diligence processes, including conducting a review of the controls of its suppliers, to ensure that slavery and/or human trafficking does not take place in its organisation or supply chains.

TfW has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, TfW has taken the following steps to ensure that modern slavery is not taking place:

- Established a Sustainable and Ethical Procurement Advisory Panel to advise TfW on actions needed during the procurement of the rail services and infrastructure contracts;
- Communicated the policy and approach to sustainable and ethical procurement during the bidding process and at all supplier events;
- Required the ODP and IDPs to sign up to the Ethical Employment in Supply Chains Code of Conduct along with their supply chain;
- Built sustainable and ethical procurement requirements into contract management arrangements and associated documentation;
- Appointed a Supplier Champion service to risk assess expenditure and supply chains, including supplier audits / reviews in terms of sustainability and ethics;
- Ensured that due diligence checks of new suppliers are undertaken and adherence to the Modern Slavery Act 2015 is monitored through registration on the Transparency in Supply Chains database.

Assessment of Effectiveness

TfW's approach to sustainable and ethical procurement has mitigated the risks associated with the supply chain but cannot eliminate them.

During 2018, the new rail services contract will commence, and infrastructure projects will be developed and delivered. The Supplier Champion service will play a pivotal role in ensuring that modern slavery does not take place in the supply chain.



TfW has ensured that the reporting line to the Safety and Sustainability Director will result in Board level consideration of the issue.

Forward-Looking Action Plan

TfW will work with the Supplier Champion service and its main contractors to document their supply chains with a view to identifying and addressing any areas of risk.

The Safety and Sustainability Director will have overall responsibility for this area and, in conjunction with the Supplier Champion service, steps will be taken to:

- Review supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- Put measures in place to identify and assess the potential risks in its supply chains;
- Undertake impact assessments of its services upon potential instances of modern slavery;
- Create action plans to address risk to modern slavery;
- Take action to embed a zero-tolerance policy towards modern slavery;
- Provide training to staff on modern slavery;
- Produce a written policy on ethical employment and communicate the policy throughout TfW and its supply chain;
- Review the policy annually and monitor its effectiveness;
- Produce a written policy on whistleblowing to empower staff to raise suspicions of unlawful and unethical employment practices, and places a duty on staff to report criminal activity taking place within TfW and its supply chains;
- Communicate the Whistleblowing Policy throughout TfW and its supply chain;
- Review the Whistleblowing Policy annually and monitor its effectiveness;
- Provide a mechanism for people outside of TfW to raise suspicions of unlawful and unethical employment practices;



- Ensure that staff involved in buying/procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices;
- Ensure that employment practices are considered as part of the procurement process;
- Ensure that the way in which we work with our suppliers does not contribute to the use of illegal or unethical employment practices within the supply chain;
- Ensure that undue cost and time pressures are not applied to any of our suppliers if this is likely to result in unethical treatment of workers;
- Ensure that our suppliers are paid on time;
- Ask our suppliers to explain the impact that low costs may have on their workers each time an abnormally low quote or tender is received;
- Assess expenditure to identify and address issues of modern slavery, human rights abuses and unethical employment practice;
- Carry out regular reviews of expenditure and undertake a risk assessment on the findings, to identify products and / or services where there is a risk of modern slavery and / or illegal or unethical employment practices within the UK and overseas;
- Investigate any supplier identified as high risk by direct engagement with workers wherever possible;
- Work with suppliers to rectify any issues of illegal or unethical employment practice; and
- Monitor the employment practices of high risk suppliers, making this a standard agenda item for contract management meetings / reviews.

Key Performance Indicators

TfW is developing key performance indicators, in conjunction with the Supplier Champion service, to measure its effectiveness in ensuring that modern slavery is not taking place in the organisation or its supply chains.



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Slavery Compliance Officer

The Safety and Sustainability Director, in conjunction with the Supplier Champion service, will act as the Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action. This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Gareth Morgan

Safety and Sustainability Director
Transport for Wales
September 2018