

## ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Driver Group plc and all its subsidiaries (“**Driver Group**”) have taken and are continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, forced or compulsory labour and human trafficking. Driver Group will not tolerate, allow or turn a blind eye to any form of modern slavery. We are committed to acting ethically at all times, with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business

Driver Group operates globally, providing multi-disciplinary consultancy services including commercial and contract management, planning, programming and scheduling, dispute resolution and expert witness support services. In addition, we provide customer focused project controls solutions, including commercial management, quantity surveying and planning services.

### Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

- Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work checks for all employees to safeguard against human trafficking or individuals being forced to work against their wishes.
- Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- Business Conduct Policy. This policy applies worldwide and irrespective of whether the malpractice in question occurred in the past or present or is anticipated. Business malpractice will not be tolerated, whether committed by employees, subcontractors, agency staff or business partners.

### Compliance

The prevention, detection and reporting of modern slavery in any part of Driver Group’s business or supply chains, globally, is the responsibility of all those working for Driver Group or under Driver Group’s control. Everyone is required to avoid any activity that might lead to a breach of this policy.

If you believe or suspect a breach of, or conflict with, this policy has occurred or may occur, you must notify your line manager or, if that is not appropriate, report it in accordance with the Whistleblowing policy. You are required to raise concerns about any issue or suspicion of modern slavery in any part of Driver Group’s business or supply chains as soon as possible. If you are unsure about whether a particular act, the treatment of workers or their working conditions within any of Driver Group’s supply chains constitutes any of the various forms of modern slavery, please raise it with your line manager. Within the UK, you can also contact the government’s Modern Slavery Helpline on 0800 0121 700 for further information and guidance on modern slavery.

Driver Group aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if their concerns turn out to be misplaced. Driver Group is committed to ensuring no one suffers any detrimental treatment or victimisation as a result of reporting in good faith a suspicion that modern slavery is, or may be, taking place in any part of its business or in any of its supply chains.

Communication and Awareness

Driver Group will raise awareness of modern slavery by emailing Driver Group's anti-slavery and human trafficking policy to all employees on an annual basis as well as its being made available on the Group's intranet and website.

This policy will be communicated to all new employees, contractors, suppliers and business partners at appropriate points during our business relationship with them and reinforced as appropriate thereafter.

Driver Group's zero tolerance approach to modern slavery must be communicated to all suppliers, contractors, sub-consultants and business partners when entering into new or renewed contracts with them.

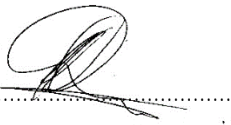
Breach of policy

Any employee who breaches this policy will face disciplinary action, up to and including summary dismissal for gross misconduct.

Driver Group may terminate its commercial relationship with suppliers, contractors and other business partners if they breach this policy and/or are found to have been involved in modern slavery.

This statement was approved by the Board of Directors on 14 December 2020

Name (Director) .....Mark Wheeler.....

Signature 

Date 05 January 2021