



Modern Slavery Statement 2020

Legislation was passed throughout the 19th century to abolish the slave trade but according to the International Labour Organisation (ILO) around 21 million men, women and children around the world are in a form of slavery. These people experience dehumanising mental and physical abuse and are treated as commodities with severe restrictions on their freedom of movement. This statement sets out the steps that we, Crossrail Limited (CRL), have taken to address the risks of slavery and human trafficking taking place in any of our supply chains.

Our Organisation and Supply Chains

CRL is a wholly owned subsidiary of Transport for London (TfL), one of the Greater London Authority's (GLA) five functional bodies. CRL was established in 2001 to deliver Europe's largest infrastructure project ("Crossrail") directly connecting all of London's main employment centres. The new railway, which will be named the Elizabeth line when it opens for passenger service in central London, will cover over 100km of track including 42km of rail tunnels and ten new stations. From improving journey times across London, to easing congestion and offering better connections, the Elizabeth line will change the way people travel around the capital, which is vital to meeting the needs of people and businesses throughout the South East and ensuring that London continues in its role as Europe's leading financial and business centre.

In August 2020, it was announced that CRL is planning to start intensive operational testing, known as Trial Running, at the earliest opportunity in 2021. From the start of Trial Running it will then take a period of time to fully test the Elizabeth line before it can open for passenger service. This includes a final phase known as Trial Operations involving people being invited onto trains and stations to test real-time service scenarios to ensure the readiness of the railway.

Following the opening of the central section, full services across the Elizabeth line from Reading and Heathrow in the west to Abbey Wood and Shenfield in the east will be introduced. The introduction of full services will be aligned with the National Rail timetable changes, which occur twice a year in May and December.

Up to 24 trains per hour will eventually operate in the central section between Paddington and Whitechapel during peak periods, with each train able to carry 1,500 passengers. An estimated 200 million people will travel on the Elizabeth line each year. When completed it will increase London's rail-based transport network capacity by 10 per cent and dramatically cut journey times across the city.

The new railway will support regeneration across the capital and add an estimated £42bn to the economy of the UK.

Our activity already delivers social benefits across the UK with thousands of jobs and business opportunities for companies of all sizes. Our supply chains include businesses from all regions of the UK and beyond, including Europe, the Americas and Asia.

More information about our activity can be found on our website: <http://www.crossrail.co.uk/>

Our policies

As an employer delivering a major public sector construction project, we recognise it is important and good practice that our activities and those of our contractors and their supply chain are carried out responsibly. The majority of our contracts were procured between 2009 and 2013, with the last significant procurement, Plumstead Maintenance Facility, being completed in 2015. Throughout that time, we worked under the Greater London Authority (GLA) Group Responsible Procurement Policy 2006¹ which consisted of seven themes:

1. encouraging a diverse base of suppliers;
2. promoting fair employment practices;
3. promoting workforce welfare;
4. addressing strategic labour needs and enabling training;
5. community benefits;
6. ethical sourcing practices; and
7. promoting greater environmental sustainability.

Provisions relating to the above were incorporated into all our contracts. They will be reflected in any current, smaller procurements required for delivery of Crossrail.

CRL continues to work under the GLA Group Responsible Procurement Policy which was updated in 2017

(https://www.london.gov.uk/sites/default/files/gla_group_rpp_v7.12_final_template_for_web.pdf) and retains the principles that products and services are to be obtained in a responsible and sustainable way, for the workers involved to be safe and treated fairly and for environmental and social impacts to be taken into consideration during the sourcing process.

Due Diligence Processes

A procurement strategy is produced for all tenders above the OJEU threshold. Labour conditions and human rights risks are considered as part of this process. If relevant, ethical sourcing questions are included in invitations to tender and specific obligations included in the contract requirements.

Once CRL had procured its designers and contractors, all major procurements were undertaken through its construction supply chain led by the procured contractors (Tier 1 contractors).

We included appropriate provisions in contracts requiring contractors to comply with minimum Ethical Sourcing Practices derived from the ETI Base Code and to carry out a risk analysis of its supply chain to identify any areas where the unethical labour may occur.

As part of our commitment to ethical sourcing, we established the Crossrail Ethical Supply Chains in Construction Working Group (ESCIC), membership of which included procurement specialists from CRL's Tier 1 contractors. The purpose of the ESCIC was, amongst other things, to develop and implement strategies to address ethical sourcing practices within Crossrail's supply chains. Reflecting the original programme of the Crossrail project and the fact that most major procurement of our supply chain had been completed, the last meeting of the ESCIC Group was held in September 2017.

Notwithstanding that the ESCIC Group no longer meets, the tools the group developed are still used in procurement activities for remaining materials as Crossrail moves towards opening for passenger services.

Our contractors are required to pay their employees the London Living Wage and to undertake audits of on-site employers' pay and employment arrangements.

¹ Revised June 2017

Assessing & Managing Risk

Prior to its last meeting, the ESCIC Group carried out a risk assessment to identify materials where there was a high risk of unethical sourcing. The ESCIC developed resources for use by Tier 1 contractors to investigate and reduce the risk of them procuring materials from unethical sources. These resources included audit tools for conducting responsible due diligence checks of potential suppliers, the identification of third party certified ethical sourcing frameworks and developed ethical sourcing guidance for key items such as concrete, stone, timber and steel to guide contractors towards meeting their responsible procurement requirements.

In accordance with our contracts our Tier 1 contractors are required to pursue actions that they consider necessary to achieve compliance with minimum ethical sourcing practices derived from the ETI Base Code, to register with SEDEX (a not for profit organisation dedicated to driving improvements in ethical and responsible business practices) and to conduct audits of their production sites, using an independent, third party auditor, and make the audit reports and related corrective actions plans available to us.

Monitoring

Since the publication of the 2019 Modern Slavery Act statement, CRL has conducted ethical sourcing audits of 9 of its 19 Tier 1 contracts. All were found to be compliant with CRL's ethical sourcing requirements. No corrective actions were required. Observations have either been closed out or are on course to be closed and are tracked through the Completion Readiness Appraisal Framework (CRAF) process. 6 items of Good Practice were also recorded. The policies of our Tier 1 contractors were reviewed. All of them have whistleblowing provisions, carry out awareness training and have incorporated CRL's requirements into their lower tier contracts for Crossrail works.

CRL will continue to carry out monitoring of our contractors to ensure they monitor their supply chain until our contractors' works are complete.

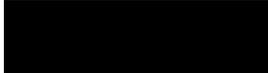
Awareness and Engagement

Over the course of delivering the project CRL has actively engaged with industry and contributed to the Manifesto for Ethical Sourcing, Ethical Sourcing: A Designers Guide, and made the resources developed by ESCIC available to industry via the Supply Chain Sustainability School, Building Research Establishment and CIRIA.

For the final stages of delivering Crossrail up to the point of handover to the future infrastructure maintainers CRL will:

- Track the closure of any audit findings from its own audits of the Tier 1 contractors.
- Continue to carry out surveillance of remaining construction activities to identify any activities where there is a risk of slavery through forced labour, control by abuse or the threat of abuse, or of people being dehumanised or physically constrained and audit contractors' compliance where appropriate.
- Seek reaffirmation from our contractors of payment of the London Living Wage for the current financial year.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year 2019/20.



Mark Wild
Chief Executive Officer
Crossrail Limited
30 September 2020