



JCDECAUX SLAVERY AND HUMAN TRAFFICKING STATEMENT

Doc Ref: GOV007

PURPOSE

This statement has been produced in accordance with the Modern Slavery Act 2015. The Act requires commercial organisations doing business in the UK with a turnover exceeding £36 million, to publish an annual slavery and human trafficking statement, setting out the steps that the organisation has taken in the financial year to ensure slavery and human trafficking is not taking place in any part of its supply chain or own business.

SLAVERY AND HUMAN TRAFFICKING STATEMENT

JCDecaux UK Ltd (JCDecaux) is not aware of any slavery or human trafficking in any part of its supply chain throughout the world. JCDecaux is committed to preventing any such practices within its supply chain.

OUR SUPPLY CHAIN

All new suppliers must sign up to the JCDecaux Code of Conduct of Suppliers (or the supplier's equivalent) to ensure we work with suppliers who share our commitment to avoid slavery and human trafficking.

To address modern slavery risks within our supply chain, we assess key suppliers according to our defined criteria. This process includes evaluations that cover sustainability, ethics, and other pertinent areas. For selected key suppliers, we conduct audits to ensure adherence to our standards. Through these measures, we aim to uphold ethical practices across our supply chain. The principles of the Code of Conduct of Suppliers are expressly referenced to be incorporated within our Purchase Terms and Conditions.

OUR OWN BUSINESS

The JCDecaux Charter of Fundamental Social Values has been developed in reference to the UN's Universal Declaration of Human Rights, the Fundamental Conventions of the International Labour Organisation (ILO) and the guidelines set by the Organisation for Economic Cooperation and Development (OECD).

As of 12th May 2025, JCDecaux has 574 employees. Efforts to ensure the Company's supply chain adheres to the policies outlined in this statement rests with the Compliance department, which reports to the Finance Director.

Our Social Values include Condemnation of Child Labour, Condemnation of all forms of Forced or Compulsory Labour, Work-Personal Life Balance, Health and Safety of Workers.

DUE DILIGENCE

We shall ensure that:

- Employees (and those offered employment or engagement) have a lawful right to work in the UK
- Not less than statutory minimum wages are paid
- Bullying, discrimination and harassment are not permitted or tolerated in any form
- Site conditions are safe and provide a working environment conducive to the protection of the environment, human health and quality workmanship



JCDECAUX SLAVERY AND HUMAN TRAFFICKING STATEMENT

Doc Ref: GOV007

We mandate that key suppliers with a turnover exceeding £36 million, who haven't issued their Modern Slavery Statement, must complete a comprehensive questionnaire. This allows us to conduct thorough compliance checks against both our internal standards and the legal requirements concerning modern slavery and human trafficking.

AWARENESS TO EMPLOYEES



JCDecaux publishes, on its intranet and on-line, information for all office-based employees that emphasises the importance of ethical conduct and our social values.

Awareness of our Purchasing Procedures and our Code of Conduct of Suppliers is promoted by internal communications. In 2020, a new detailed training module was developed for all employees which covers the values of JCDecaux, as set out in our Code of Ethics, our International Charter of Fundamental Social Values and our Code of Conduct for Suppliers.

Our training program encompasses JCDecaux's 17 social commitments, prominently featuring our firm stance against all forms of forced or compulsory labour, in line with ILO Conventions No. 29 and No. 105. We also unequivocally condemn child labour, adhering to the standards set forth in ILO Conventions No. 138 and No. 182. In addition, our commitments are guided by other key ILO conventions, reflecting our dedication to upholding essential ethical standards and values across our operations. The training program will be reviewed in 2026 and will strive to consider the evolution of national and international standards, as well as the associated guidelines and recommendations.

RELATED DOCUMENTATION

JCDecaux Code of Conduct of Suppliers, JCDecaux Charter of Fundamental Social Values and JCDecaux Purchase Terms and Conditions are available on our website.

Approved by UK Co-CEO's	 	Date Approved:	2025-05-12
Chris Collins			
Dallas Wiles			
Version:	v.3	Next Review Date	2026-05-12