

Sweco UK Holding Limited and its subsidiaries, Sweco UK Limited, Sweco Services UK Limited, Roger Preston Group Limited, Roger Preston & Partners Limited and Sweco Ireland Limited.

Modern Slavery and Human Trafficking Statement approved by the Directors

Business ethics and corporate social responsibility are at the heart of everything Sweco does. Sweco is committed to social responsibility and has zero tolerance towards slavery and human trafficking from occurring within our business and supply chain.

Business profile

Sweco plans and designs the cities and communities of the future. Sweco AB is a listed group, headquartered in Stockholm, Sweden, with 17,500 employees across Northern Europe. Our UK business comprises approximately 900 people across 13 offices in the UK and Ireland, providing engineering and environmental consultancy services in asset management, building services, energy, landscape and environment, transportation and water.

In May 2019, Sweco UK Holding Limited acquired MLM Group, a UK engineering consultancy with services primarily within buildings, transportation infrastructure and environment, predominately located in South East England. Sweco UK and MLM Group are in the process of coming together to form one Sweco entity, and MLM Group will be rebranded as Sweco from the 31st March 2021. As we continue to integrate, Sweco and MLM Group will look to share best practice to ensure that modern slavery does not appear in our business, and our supply chains.

MLM Group will continue to produce a separate modern slavery statement until the integration to one Sweco entity has been completed.

Our Approach

Sweco's Code of Conduct applies to all companies in the Group, the board of directors, and all employees. They promote the equal rights and opportunities of employees in the workplace and guide us in maintaining trust and credibility in our stakeholders. Our Group Policies outline our commitment to work in accordance with the principles of the UN's Universal Declaration of Human Rights. We require all our employees confirm that they comply with these policies in all respects.

Violations of human rights are never permitted. Sweco does not tolerate child labour in any parts of its own operations or in the operations of any business partner (which includes key members of our supply chain/sub consultants) and does not permit illegal or forced labour.

Employees

Sweco's UK business employs people solely within UK and Ireland. Our Human Resources team provide the framework tools to support the recruitment process and understand the Modern Slavery Act and its requirements. They continually review our HR procedures in relation to managing the risk of slavery, forced or compulsory labour or human trafficking amongst our employees.

We strive to ensure that we maintain the uppermost standards of conduct and ethical behaviour in everything we do, and each year, all employees are required to confirm that they have read the Sweco Corporate Social Responsibility Policy and Code of Conduct and are required to undertake Business Ethics training as part of their induction and every two years thereafter. As part of our suite of online training materials, we also provide a module on modern slavery.

We encourage our employees to raise ethical concerns that they may have and provide an "Ethics Line" to allow anonymous reporting via an external help line.

Supply Chain

This year, Sweco released our 2023 Sustainability and Social Mobility Plan which covers our commitment to social mobility and corporate social responsibility, and sets out our commitment to influence our supply chain to expand their commitment to social mobility and commit to anti-slavery

best practice, as well as to continue improving our assessments of our supply chain for modern slavery and payment of the living wage.

Our contracts with our supply chain and business partners require that they warrant, represent and undertake to comply with our code of conduct, and the Modern Slavery Act 2015 with a reporting procedure to Sweco if modern slavery is found in their supply chain.

In addition to the contractual obligations noted above, for UK based suppliers, we focus principally on those providing operational services and require them to confirm that they comply with the Modern Slavery Act 2015, and them that they have a statement to comply with the Modern Slavery Act 2015 as part of our 'Approved Supplier' process.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Sweco UK Holding Limited's slavery and human trafficking statement for the financial year ending 31st December 2020.

A handwritten signature in black ink, appearing to be 'Max Joy', written over a large, stylized, handwritten letter 'S'.

Max Joy

President of Sweco UK

January 2021