

Sweco UK Holding Limited and its subsidiaries, Sweco UK Limited, Sweco Building Control Limited, Sweco Ireland Limited, MLM Holdings Limited, Fluid Structural Engineers & Technical Designers Limited, Sweco Consulting Engineers Limited, Sweco Consulting Limited, Sweco Services UK Limited, Roger Preston Group Limited, Roger Preston & Partners Limited, Sweco Engineering (Ireland) Limited and Ball and Berry Limited (jointly referred to as “Sweco”)

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 over 22,000 employees across Northern Europe. Our UK business comprises approximately 1064 people across 17 offices in the UK and Ireland, providing professional services in built environment, engineering and environmental consultancy across a range of sectors including buildings, infrastructure, energy and water.

Our Approach

We recognize that modern slavery can occur in various forms and are committed to identifying and mitigating these risks. 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 Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the ILO Core Conventions, and the OECD Guidelines for Multinational Enterprises, as well as the principles of the UN Global Compact (to which Sweco Group is a signatory). We require all our employees confirm that they comply with these policies in all respects and that commitment is renewed each year. All Sweco Senior Managers are required to undertake mandatory business ethics training.

Violations of human rights are never permitted. Sweco does not tolerate child labour in any part 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 UK’s business primarily employs people within the UK and Ireland but in response to global mobility demands recruits elsewhere. 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 and Code of Conduct annually and are required to undertake Business Ethics training as part of their

induction and every two years thereafter. We continue to conduct 'dilemma discussions' within teams to explore and analyse ethical dilemmas or moral quandaries.

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

Supply Chain

Sweco looks to continue its commitment to social mobility and corporate social responsibility and we look 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. We continue to bring suppliers through our Approved Supplier Process, which applies to all suppliers working for Sweco. In addition to driving our own internal efficiencies and improving compliance and risk reduction, it ensures that all suppliers working for Sweco have been assessed, with business ethics and anti-slavery forming a key part of the assessment. As part of the approval process, suppliers are required to comply with our Code of Conduct, confirm their requirement to produce a modern slavery statement, and provide information on their anti-slavery/human trafficking routines.

In line with our Code of Conduct, we expect our suppliers and business partners to comply with and show respect for fundamental human rights and decent working conditions. This is a prerequisite for being a supplier or business partner to Sweco. We further expect suppliers and business partners to promote these principles in their respective supply chains and to use Sweco Ethics Line to report any suspected human rights violation.

Our standard 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.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Sweco UK Holding Limited's and its subsidiaries slavery and human trafficking statement for the financial year commencing on 1st January 2024 ending 31st December 2024.

This statement was approved by board of directors on 14 January 2025.



Max Joy

Director and President of Sweco UK

January 2025