



Statement on modern slavery

Greater Anglia (GA) upholds the human rights of colleagues and agency colleagues and treat them with dignity and respect.

We do not use any forced labour. We shall set working hours, wages and overtime pay in compliance with UK laws. Colleagues are paid at least the National Living Wage. We shall only employ colleagues who meet the applicable minimum working age requirement.

We have a suite of policies and procedures to ensure that we treat all colleagues with dignity and respect regardless of gender, race, religion, ethnicity, age, sexual orientation, national origin, disability or any other protected characteristic. Specialist training on human rights is available for relevant colleagues dependant on their profession. Colleagues are employed on their ability to perform in their role and not on the basis of their personal characteristics or beliefs.

Colleagues have the right to join trade unions and we comply with all UK laws pertaining to freedom of association and collective bargaining. We recognise four recognised Trade Unions; the Rail, Maritime and Transport Workers Unions ('the RMT'), the Transport Salaried Staffs' Association ('the TSSA'), Unite the Union ('Unite'), and the Associated Society of Locomotive Engineers and Firemen ('ASLEF'). These operate within collective bargaining agreements for various grade groups.

In order to ensure the prevention of modern slavery in the supply chain, we review each supplier on a risk basis. We obtain appropriate assurance from all our key suppliers of their compliance to the Modern Slavery Act.

Signed on behalf of Abellio East Anglia Limited:

A handwritten signature in black ink, appearing to be "AC", written over a horizontal line.

Andy Camp
Commercial Director