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# **Bombardier**

## **Modern Slavery Statement**

For the Financial Year Ended December 31,  
2018 by Bombardier Services (UK) Limited  
(the “Company”)





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The Company is a subsidiary of Bombardier Inc. (“Bombardier”). This is the Modern Slavery and Human Trafficking Statement of the Company for the financial year ended December 31, 2018.

The statement is made pursuant to section 54 of the United Kingdom Modern Slavery Act 2015 (the “Act”) and describes measures in place at the Company to ensure that slavery and human trafficking is not taking place within the Company’s business and supply chains.

In accordance with the Act this statement is published on the following websites: [www.bombardier.com](http://www.bombardier.com) and [www.uk.bombardier.com](http://www.uk.bombardier.com).

## **About Bombardier**

Bombardier is the world’s leading manufacturer of both planes and trains. Bombardier is evolving mobility worldwide by answering the call for more efficient, sustainable and enjoyable transportation everywhere.

Bombardier is headquartered in Montréal, Canada, and has 75 production and engineering sites in 28 countries, as well as a worldwide network of service centres. Bombardier shares are traded on the Toronto Stock Exchange (BBD). In the fiscal year ended December 31, 2018, Bombardier posted consolidated revenues of \$16.2 billion.

## **Bombardier’s approach**

Bombardier is a signatory of the United Nations Global Compact (“UNGC”), the world’s largest corporate citizenship and sustainability initiative. As such, we are committed to promoting, in our business activities, the 10 fundamental principles of the UNGC which address human rights, environmental protection, anti-corruption and labour rights, more specifically the elimination of all forms of forced and compulsory labour and abolition of child labour. Bombardier places substantial value upon suppliers who support and respect the internationally proclaimed human rights contained in the UNGC.

Our code of Ethics and Business Conduct (“the Code”) addresses ethical conduct in our work environment, business practises and relationships with external stakeholders. It requires us to uphold our core values, standards of behaviour and our commitment to the UNGC’s 10 principles across all of our global activities.



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The Code applies at all times, without exception, to all members of the Board of Directors, all management and all employees. You can see the code here: <https://www.bombardier.com/en/governance/code-of-ethics-and-business-conduct.html>.

In line with Bombardier's vision for its suppliers, Bombardier actively engages its supply chain by the adherence of its suppliers to its **Supplier Code of Conduct** that has been developed with recognition of the 10 principles outlined in the UNGC. The Supplier Code of Conduct details our expectation of suppliers in respect of human rights, legal compliance, health and safety, the environment, anti-corruption, ethics and governance. You can see the code here: <https://www.bombardier.com/content/dam/Websites/bombardiercom/supporting-documents/Blnc/Bombardier-Supplier-Code-of-Conduct-en.pdf>.

Our **Supplier Code of Conduct** specifically includes provisions prohibiting child labour and forced or compulsory labour, as follows:

***“Child Labour***

*Bombardier will not engage in nor support the use of child labour. The supplier is expected not to use child labour. By child labour, it means employees under the age of 15 years old. However, for employment or work which by its nature or circumstances is not suitable for a person under the age of 18 years old, child labour shall mean employees under the age of 18 years old.*

***Forced or Compulsory Labour***

*Bombardier will not engage in nor support the use of forced or compulsory labour. The supplier is expected not to exact any work or service from any person under the menace of any penalty. For example, the supplier’s employees must be free to leave work or terminate their employment with reasonable notice, and they are not required to surrender any government-issued identification, passports or work permits as a condition of employment.”*

**Assessing and managing risk in the Company’s supply chain**

The Company places the highest importance on respecting human rights and maintains its commitment and ensures respect through various mechanisms.



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Should employees or suppliers have concerns regarding slavery they have the responsibility to **report** their suspicions and we provide multiple channels for them to do so on a confidential basis:

- to colleagues including supervisors, human resources representatives, legal services representatives, internal audit representatives or next level of management;
- to Bombardier's Ethics and Compliance Office, by email or phone, open to both employees and suppliers and to dedicated Ethics Ambassadors available at all major sites; or
- via EthicsPoint, our free, independent and confidential hotline available to all employees 24 hours a day, seven days a week, anywhere in the world, accessed by phone or online.

This statement has been approved by the Board of Directors of the Company, for the financial year ending December 31, 2018.

Colin Thompson  
Director

Date