

# **SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR PEUGEOT MOTOR COMPANY PLC, CITROËN UK LIMITED AND PEUGEOT CITROËN AUTOMOBILES UK LIMITED FOR THE FINANCIAL YEAR ENDING ON 31 DECEMBER 2020**

## **OPENING STATEMENT FROM SENIOR MANAGEMENT**

Peugeot S.A. (“Groupe PSA”) merged with Fiat Chrysler Automobiles N.V. (“FCA”) to form Stellantis N.V. on 16 January 2021. As this statement relates to the activities in the year 2020, reference is made only to Groupe PSA and covers only the entities within the Groupe as at 31 December 2020.

Peugeot Motor Company PLC, Citroen UK Limited and Peugeot Citroen Automobiles UK Limited are part of the Peugeot SA group of companies (Groupe PSA), a global company, in the automotive sector. Groupe PSA is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and impose the same high standards on its suppliers.

By signing, at the highest level, the Global Framework Agreement on the PSA Group’s Social Responsibility (March 2017 - <https://www.groupe-psa.com/en/document/accord-cadre-mondial-responsabilite-sociale-fr/> ), Groupe PSA has committed itself to stand against the violation of human rights and promotes the elimination of all forms of forced or compulsory labor. In signing the Global Framework Agreement, Groupe PSA undertakes to require the same respect from the value chain and to make it a determining criterion in the selection of its suppliers.

## **STRUCTURE OF THE ORGANISATION**

Groupe PSA employs 110,000 people worldwide and has business operations in 160 countries. Groupe PSA has a global annual turnover of €74,000 million. To find out more about the nature of our business, please go to <https://www.groupe-psa.com/en/> .

In order to ensure competitiveness and continuous supply to all Groupe PSA operations, we work directly with a wide range of suppliers, currently more than 8,000 for parts and services globally. These are classified into 3 categories (“Key Partner”, “Key Supplier” and “Others”) based on various contributing factors.

## **POLICIES**

As part of our commitment to combating modern slavery, we have implemented the following policies:

- Groupe PSA’s Code of Ethics (which applies to all Groupe PSA employees) - <https://www.groupe-psa.com/en/document/code-of-ethics/>
- Groupe PSA’s Responsible Purchasing Policy – <https://www.groupe-psa.com/en/document/charte-rse-fournisseur/>

We also make sure our suppliers are aware of our policies, and adhere to the same high standards. Suppliers must commit to these standards in several ways to evidence their fight against modern slavery, for example, by accepting the Groupe PSA General Terms and Conditions and the signing of the Responsible Purchasing Policy. These documents reference:

- Elimination of all forms of forced and compulsory labour, ILO Convention 29 and 105

- Effectively abolish child labour, ILO Convention 138 and 182
- Eliminate discrimination in respect of employment and occupation, ILO Convention 111
- Remuneration, ILO Convention 100
- Respect for health and safety at work, ILO Convention 155

### **DUE DILIGENCE**

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted several due diligence procedures. All suppliers have to obtain a CSR Scorecard that is provided by an independent 3<sup>rd</sup> party provider. Additionally, all suppliers are assessed against an internal risk criteria. Where we identify suppliers from our total supply base that pose a higher risk, we (via an independent 3<sup>rd</sup> party auditor) conduct an onsite audit. Suppliers with core non-compliant or critical findings are closely monitored. This also includes case-dependent follow-up audits to ensure that supplier performance is increased. Suppliers that do not improve or cooperate with Groupe PSA in specified areas might be ultimately excluded from the Groupe PSA's supplier panel.

Our procedures are designed to:

- Establish and assess areas of potential risk in our business and supply chains
- Monitor potential risk areas in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains
- Provide adequate protection for whistleblowers

### **RISK AND COMPLIANCE**

Groupe PSA regularly evaluates the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain by ensuring that all suppliers renew their CSR assessment regularly. This is achieved by monitoring the mandatory supplier CSR performance scorecards for all suppliers in the panel and again when considering any business award. All suppliers are classified by their risk exposure based on multiple factors.

Although we have not identified or been made aware of any significant risk, we believe that our policies effectively prevent this risk and remain vigilant with respect to practices that do not fully respect the rights of individuals in their working environments directly or indirectly with the Group.

### **EFFECTIVENESS AND KPIS**

Groupe PSA uses key performance indicators (KPIs) to measure how successful we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains. These are as follows:

- Development of coverage of supply base that has CSR Assessment
- Development of average result of Social Score of suppliers CSR performance
- Annual number of CSR onsite audits performed at suppliers

We use Ecovadis assessments and engage SGS and RCS Global to conduct audits and provide independent reviews of our businesses and supply chains, and to recommend actions we can take to combat slavery and human trafficking from within.

### **TRAINING**

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of our policies. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains. Examples of training courses we have administered over the past year include:

- Regular internal CSR Trainings to all GPSQ Employees and all new Purchasing employees
- Regular external CSR Trainings to supply base globally

### **FURTHER ACTIONS AND SIGN-OFF**

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to take the following further steps to tackle slavery and human trafficking:

- HR managers in all countries have been requested to review practices, in order to reinforce the effectiveness of Group requirements within its areas of responsibility.
- We will perform control reviews regarding the at-risk points related to temporary workers and recruitment consultancy, in areas such as wages paid to temporary workers in accordance with the law and reference wages agreed, the invoicing for services provided, and the absence of fees or financial burdens imposed on workers or applicants.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement of Peugeot Motor Company PLC, Citroen UK Limited and Peugeot Citroen Automobiles UK Limited for the financial year commencing 1 January 2020 and ending 31 December 2020.

This statement was approved by the Board of Directors for Peugeot Motor Company PLC, Citroen UK Limited and Peugeot Citroen Automobiles UK Limited on 19 March 2021.

Signature:



**ALISON JONES**

**Director General**

**Peugeot Motor Company PLC, Citroen UK Limited and Peugeot Citroen Automobiles UK Limited**

**Date: 12<sup>th</sup> April 2021**