

Introduction

This statement is made pursuant to the Modern Slavery Act 2015 (the "Act"). It sets out the steps taken by Mobico Group PLC and its relevant subsidiaries (together, the "Group") during the 15-month financial period ended 31 March 2026 to ensure, as far as reasonably possible, that no modern slavery or human trafficking takes place in any part of their business or supply chain.

Our business

The Mobico Group is a leading public transport provider with bus, coach and rail services in the UK, Ireland, Continental Europe, North Africa, North America and the Middle East.

The Group is organised into a number of divisions: UK (providing coach and bus services in the UK); Ireland (providing coach services in Ireland); North America (WeDriveU providing transit services and shuttle services); ALSA (providing coach and bus services in Spain, Switzerland, France, Morocco, Portugal; and the Kingdom of Saudi Arabia); German Rail; and International (the Bahrain bus operation which the Group operates jointly with Ahmed Mansoor Al A'Ali through a joint venture).

The Group's revenue from its continuing businesses for the 15-month period ended 31 March 2026 was £3.4billion and its normalised operating profit from those businesses for the same period was £231m. The Group employed close to 30,800 people, the majority of which are drivers.

For more information about the Group's businesses, please visit our website at <https://www.mobicogroup.com/about-us/>.

The Act is relevant to all commercial organisations in any sector that supplies goods or services, and conducts business in the UK provided the relevant thresholds are met. It is the Group's policy to conduct its business in an ethical manner and with integrity. Accordingly, the Group has a zero-tolerance approach to slavery and human trafficking and is committed to taking steps to enforce such an approach as detailed in this statement.

Our supply chains

The Group procures goods and services from suppliers around the world, which total several thousand in number who operate from multiple countries. Our suppliers supply a variety of categories from rolling stock, road vehicles, fuel and utilities to uniforms, catering, cleaning, contract employees (including drivers) and security.

The Group aims to ensure that its suppliers meet high standards with respect to both the conduct of their business and their management of social and ethical issues. To this end, the Group has in place Ethical Sourcing Standards which we expect our suppliers to comply with. We have a practice of including in our supplier contracts the right to audit such compliance and take other remedial action against suppliers should we find non-compliance.

Our policies

Group has adopted a Modern Slavery Policy that is regularly updated and has recently been revised. The policy was last reviewed, updated, approved and published internally in 2024. The Group also has a number of other policies in place which support ethical behaviour and assist in deterring and detecting unethical behaviour, including modern slavery.

The Group has a Workplace Rights Policy and a Human Rights Policy. The Group also has in place a Whistleblowing Policy and operates a confidential whistleblowing hotline in the countries in which it operates.

The Group was the first private transport provider to commit to becoming a voluntary Living Wage employer. UK Bus secured Living Wage Foundation accreditation in January 2016, followed by UK Coach obtaining the same accreditation in October 2018. For any other country in which the Group operates, we are committed to pay at least 10% above the national minimum wage in that country. The Group is also committed to providing a workplace that values diversity, champions inclusion and respects the rights of all employees. These are examples of commitment to conducting business in an ethical manner and with integrity.

Steps taken by the Group

During the 15-month period up to 31 March 2026, the Group continued to ensure its Modern Slavery governance and controls across the supply chain were robust. This included specialised training for Procurement; continuing category assessment, supplier audits and updating supplier contracts with additional ethical clauses.

The Group's dedicated Procurement employees across all divisions attend the Ethical Procurement and Supply course provided by the Chartered Institute of Procurement & Supply. This training is a requirement for all Procurement employees to undertake on an annual basis of which 78% had valid training for this period.

Procurement employees also have access to the group's supplier due diligence system. The system enables our teams to check suppliers and associated people for sanctions, PEPs (Politically Exposed People), adverse media, ESG, company structures and credit / financial information. Decisions as to whether to engage a particular supplier are taken accordingly.

The UK and Ireland, Bahrain and Alsa businesses continue to work within the Group's Modern Slavery four-step process: Assess, Analyse, Action, and Audit. New suppliers are subject to the assessment stage. If they fall within a high-risk category, the analysis and action stages must be completed before a purchase order is placed. Existing suppliers are re-assessed across a 3-to-5-year cycle or during tender periods. All the divisions including WeDriveU continue to include anti-modern slavery clauses within supplier contracts.

The Bahrain business made great strides to mitigate the risk of Modern slavery within its supply chains with the introduction of anti-modern slavery clauses attached to all its purchase orders. Bahrain has also introduced risk assessments for its top 10 suppliers (refreshed every 6 months), reviewing a number of evaluation points including but not limited to: Modern Slavery Policies; supplier performance; and supplier reputation and financial checks. During the period the Bahrain business also put a contract in place with a key supplier which consisted of extensive anti-modern slavery clauses including compliance with the Ethical Trading Initiative (ETI) Base Code.

The Alsa / UK business's current process conducts tendering processes with anti-modern slavery as a key criteria for selection. During the period the business commenced a tender process for cleaning services which included the anti-modern slavery questionnaire within the tender pack and evaluation process. The preferred bidder has not yet been selected but will be complete in 2026 and contracts with anti-modern slavery provisions included. The UK business has also completed a supply chain mapping exercise of its key uniform supplier including a review of independent third-party SEDEX audits for various tiers of the supply chain.

The German business introduced an extensive supplier code of conduct with key suppliers signing up to the document which includes: responsible conduct, environmental responsibility, social responsibility (inc anti-modern slavery provisions), ethical & law-abiding business conduct and the implementation of the code of conduct.

The Group continued to govern its progress through regular communication consisting of representatives from the divisions in Procurement and Compliance. The representatives will continue to engage throughout 2026 to ensure each division is focused on robust supply chain assessment utilising questionnaires and general due diligence, supporting audits, contractual protections supply chain mapping and the continuation of employee training across the organisation.

Francisco Iglesias Campos
Mobico Group PLC
CEO

