

## Corporate Social Responsibility

Connect Plus is a special purpose company formed to design, build, finance, maintain and operate the M25 London orbital motorway (designated by the Highways Authority as Area 5) until September 2039. Our responsibilities also include the widening of the motorway between Junctions 16-23 and 27-30 and the refurbishment of the Hatfield tunnel on the A1 (M).

### Corporate Governance

Connect Plus is committed to the highest standards of corporate governance as an integral part of its business ethos. Our values are documented in the Corporate Governance Policy with our standards of accountability and transparency. These are designed to ensure that all of our activities deliver maximum value and benefit to the Highways Agency and other key stakeholders on a clear and demonstrable basis.

We will continually evaluate our governance and management systems to ensure they are fit for purpose. Policies will be reviewed annually and where necessary modified and restated.

### Health and Safety

Connect Plus is committed to providing a safe working environment for all participants in our business. Areas of particular focus include the health and safety of road workers, road users, members of the public and all other persons concerned with the construction and operation of the M25.

### Zero Harm

The Chief Executive for Connect Plus has published a personal safety statement which sets out his personal safety objectives for 2011/2012.

### Environment

Connect Plus will comply with relevant environmental legislation and guidance and manage the works in a sustainable and environmentally sensitive manner. We aim to ensure that resources are used responsibly, recycling wherever practicable and that all aspects of the business are undertaken as energy efficiently as possible. We work with suppliers who share the same principles who are willing to join with us to pioneer industry leading environmental initiatives.

### Local Communities

We and our supply chain have a dedicated community engagement team who work in partnership with local stakeholders to manage the widening and refurbishment works. We strive to disseminate accurate information on a timely basis to ensure a clear local understanding of when and where works and services are to be undertaken as well as the likely impacts. We actively listen to the community and ensure that lessons are learnt and taken account of when devising future work plans.

### Equality and Diversity

Connect Plus respects diversity, individuality and ethnicity in accordance with our equality and diversity procedures and guidelines. Staff are encouraged to pursue continuous learning.

### IIP

Connect Plus has achieved silver status as part of the Investors in People accreditation. A staff survey is conducted each year to help identify areas for development and progress which will be communicated and shared throughout the organisation through team meetings, company updates and a monthly HR letter.



Tim Jones  
Chief Executive, Connect Plus  
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