

Slavery and Human Trafficking Statement of Connect Plus (M25) Limited

The purpose of this policy is to ensure that Connect Plus complies with the requirements of the Modern Slavery Act 2015. At Connect Plus we are committed to preventing slavery and human trafficking in both our supply chain and our own business operations. The steps we take during the financial year to address these issues include due diligence and risk assessments of suppliers and ensuring full transparency and compliance within our operations. The Chief Executive Officer leads the implementation of this policy, with contributions from all team members.

The Company:

1) Organisation structure, business and supply chains are set out in the DBFO Company Management Manual.

- a) The work is not seasonal.
- b) Countries from which the supply chain sources goods and/or services do not include any of the countries where modern forms of slavery are prevalent [1].

2) Policies in relation to slavery and human trafficking include:

- a) Health, Safety & Wellbeing Policy.
- b) Business Ethics Policy.
- c) Environment and Sustainability Policy.
- d) Connect Plus Seconded Handbook which includes a whistle blowing statement.

3) Due diligence processes in relation to slavery and human trafficking in the Company's:

- a) Business
 - i. No processes have been set up because the Company has no employed staff/employees.
- b) Supply chains
 - i. The Company has one main principal subcontract supplier, Connect Plus Services under the Operation and Maintenance Agreement signed between the Company and the O&M Joint venture partners. This entity is an unincorporated joint venture partnership between Balfour Beatty Civil Engineering Limited; Egis Road Operation UK Limited and Atkins Realis Limited (all as agents of Balfour Beatty Group Limited, Atkins Group Limited and Egis Group Limited).
 - ii. The Company has a further set of two groups of Tier 1 suppliers; Renewals Framework Contractors and the Improvements (COFA) Framework Contractors.
 - The Renewals Tier 1 Framework Contractors are; Tarmac Trading Limited, M Group Highways Ltd, Jackson Civil Engineering Group Ltd and Octavius Infrastructure Ltd.
 - The Improvements (COFA) Tier 1 Framework Contractors are; Octavius Regional Civils Engineering Ltd, M Group Highways Ltd, Jackson Civil Engineering Group Ltd and Octavius Infrastructure Ltd.

All of the above named companies have robust statements, codes of conduct, policies, due diligence processes, risk management systems, and effectiveness/performance checks in relation to slavery and human trafficking. The board makes periodic checks on these, and reviews at monthly board meetings to consider practical application, appropriateness, and success.

The Company will maintain on-going assessment of modern slavery risks and opportunities for future improvement.

4) Risk of slavery and human trafficking taking place:

- a) In its business the risk is very small as Connect Plus has no employees, all staff are secondees or contractors.
 - b) In its supply chains the risk is greater, however please see 3b)ii) above for details on the steps the Company has taken, and is taking, to assess and manage that risk;
- 5) Determines effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains as set out in 3b) above.
- 6) Guidance about slavery and human trafficking is available to all staff, secondees and contractors. However, relevant training is provided by secondees parent companies.

A copy of this slavery and human trafficking statement is published on the Connect Plus (M25) Limited company website.

This statement is reviewed annually and amended as necessary to ensure it remains relevant and up to date and the slavery and human trafficking statement is approved by the Board of Directors.



Angus Murray
Chief Executive
January 2026

[1] Reference <https://www.globalslaveryindex.org/findings/02/10/2017>: The 2016 Global Slavery Index estimates that 45.8 million people are subject to some form of modern slavery in the world today. The Index presents a ranking of 167 countries based on the proportion of the population that is estimated to be in modern slavery. The countries with the highest estimated prevalence of modern slavery by the proportion of their population are North Korea, Uzbekistan, Cambodia, India, and Qatar. In North Korea, there is pervasive evidence that government-sanctioned forced labour occurs in an extensive system of prison labour camps while North Korean women are subjected to forced marriage and commercial sexual exploitation in China and other neighbouring states. In Uzbekistan, the government continues to subject its citizens to forced labour in the annual cotton harvest.

Those countries with the highest absolute numbers of people in modern slavery are India, China, Pakistan, Bangladesh, and Uzbekistan. Several of these countries provide the low-cost labour that produces consumer goods for markets in Western Europe, Japan, North America and Australia.

The countries with the lowest estimated prevalence of modern slavery by the proportion of their population are Luxembourg, Ireland, Norway, Denmark, Switzerland, Austria, Sweden and Belgium, the United States and Canada, and Australia and New Zealand. These countries generally have more economic wealth, score higher on government response, have low levels of conflict, and are politically stable with a willingness to combat modern slavery.

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