

## Modern Slavery & Human Trafficking Policy

**Company:** Connexion Developments Ltd

**Issue Date:** January 2026

**Review Cycle:** Annual or upon significant business change

### 1. Policy Statement

Connexion Developments Ltd is committed to conducting business ethically, responsibly, and with respect for human rights. We have a **zero-tolerance approach** to modern slavery and human trafficking in all its forms, including slavery, servitude, forced or compulsory labour, and human trafficking.

We are committed to preventing modern slavery within our own operations and throughout our supply chain, and to acting transparently and responsibly in accordance with the **Modern Slavery Act 2015**.

### 2. Scope

This policy applies to:

- All employees and directors of Connexion Developments Ltd
- Temporary staff, contractors, consultants, and agency workers
- Suppliers, manufacturers, distributors, and other business partners

This policy applies to all business activities undertaken by or on behalf of the company, both within the UK and internationally.

### 3. Our Commitment

Connexion Developments Ltd is committed to:

- Acting ethically and with integrity in all business relationships
- Implementing systems and controls to reduce the risk of modern slavery
- Ensuring transparency within our supply chain
- Working with suppliers that share our commitment to human rights and fair labour practices
- Taking appropriate action where risks or concerns are identified

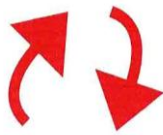
We expect all suppliers and business partners to uphold standards equivalent to those set out in this policy.

### 4. Supply Chain Responsibility

We recognise that modern slavery risks may exist within global supply chains.

To mitigate these risks, we:

- Work with established and reputable manufacturers and suppliers
- Communicate our expectations regarding ethical labour practices
- Include appropriate anti-slavery provisions within supplier agreements where reasonably practicable
- Reserve the right to review or terminate relationships where serious concerns are identified



## 5. Responsibilities

### Company Leadership

The directors of Connexion Developments Ltd have overall responsibility for ensuring that this policy is implemented and remains effective.

### Management

Management is responsible for:

- Promoting awareness of this policy
- Ensuring it is understood and applied within their areas of responsibility
- Addressing concerns or risks promptly

### Employees and Workers

All employees and individuals working on behalf of the company are responsible for:

- Complying with this policy
- Remaining vigilant to potential modern slavery risks
- Reporting concerns or suspicions in good faith

## 6. Reporting Concerns

Any concerns or suspicions relating to modern slavery or human trafficking should be reported immediately.

Reports may be made to:

- A line manager
- Senior management or a company director

All reports will be handled sensitively and confidentially. Individuals who raise concerns in good faith will be protected from retaliation, in line with our Whistleblowing Policy.

## 7. Training and Awareness

Connexion Developments Ltd provides appropriate guidance and awareness to employees to ensure they understand:

- The risks of modern slavery
- How to identify warning signs
- How to raise concerns responsibly

## 8. Non-Compliance

Breaches of this policy may result in disciplinary action, up to and including dismissal. Serious breaches may also result in the termination of supplier or business relationships.

## 9. Policy Review

This policy will be reviewed annually or following significant changes to legislation, supply chain structure, or business operations.

Approved by:

Managing Director

For and on behalf of Connexion Developments Ltd