

## POLICY DOCUMENT

### Modern Day Slavery Policy

#### Conex Limited

Conex Limited is committed to eliminating acts of modern day slavery from within its own business and from within its supply chains. We acknowledge and accept its obligations under the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to us.

Conex Limited is a privately-held public limited company engaged in all aspects of building and construction services. Conex Limited does not operate any overseas branches nor does it conduct operations outside the United Kingdom.

Conex Limited relies on its supply chains in order to undertake construction projects and as such, the following areas have been identified as potential risk areas:

#### Employees

We have procedures in place to check: •the identity of all new employees; •their eligibility to work in the United Kingdom •that they are paid directly into an appropriate personal bank account.

All employees of Conex Limited are paid at least the National Minimum Wage and the National Living Wage (as applicable) in force from time to time.

Employees are made aware of their employment benefits in both their employment contracts and in internal communications.

We do not engage employees on zero hour contracts.

We require that all site operatives (whether employees, subcontractors or otherwise) produce evidence of their CSCS cards.

#### Agency workers

We aim to only engage agency workers from reputable suppliers that are on our preferred supplier list.

We make enquiries into our preferred suppliers to ensure that they are compliant with all necessary legislation.

#### Subcontractors

Conex Limited's subcontractors are United Kingdom based entities and the majority of these have long-standing relationships with Conex Limited.

We require that our subcontractors ensure and confirm that their employees are eligible to work in the United Kingdom and that they comply with the Modern Slavery Act 2015.

We consider any breach or non-conformity of employment legislation when selecting subcontractors.

We want all subcontractors that further subcontract and/or supply materials to consider the risk of modern slavery within their supply chains and made specific enquiries of this in the Company's due diligence process.

#### Suppliers

Conex Limited's supply chain is predominantly composed of United Kingdom based entities and the majority of these have long-standing relationships with the Company.

On occasion, the Company (and those in its supply chain) will source goods from overseas.

Where this takes place, the Company considers the risk of modern slavery and human trafficking as part of our selection process.

Conex Limited operates a whistleblowing policy which allows employees to raise any concerns over modern slavery (or any other issues) in confidence.

Conex Limited will not support or deal with any business knowingly involved in slavery or human trafficking.

This statement has been unanimously approved by Conex Limited directors and we are committed to providing adequate training and investment to ensure that trafficking is not taking place within the organisation or within its supply chains.

The directors and senior management shall take responsibility for implementing this policy statement.

This policy statement is to be reviewed on an annual basis.

Director,

Ciprian Orasanu

