

# Modern Slavery and Human Trafficking policy

Valid from October 2025

## Introduction

Central Connect Transport Limited (“the Company”) recognises that modern slavery, forced labour, and human trafficking are serious crimes and gross violations of fundamental human rights. We are committed to conducting our business ethically and with integrity, ensuring that modern slavery has no place in our organisation or our wider supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps Central Connect Transport Limited has taken and will continue to take to prevent modern slavery and human trafficking in our operations and supply chains.

## Our Organisation and Structure

Central Connect Transport Limited is a UK-based transport and logistics organisation operating across the East Midlands and wider UK, providing passenger and goods transport services. We work with local authorities, private clients, and partner organisations to deliver safe, reliable, and customer-focused transport solutions.

We recognise that our supply chain includes a range of third-party providers such as vehicle suppliers, maintenance contractors, fuel providers, IT and communications services, and staffing agencies.

## Our Commitment

- We have a zero-tolerance approach to modern slavery and human trafficking. The Company is committed to:
  - Acting ethically and with integrity in all business dealings and relationships.
  - Implementing and enforcing effective systems and controls to prevent modern slavery within our operations and supply chains.
  - Ensuring transparency consistent with the Modern Slavery Act 2015.

## **Policies and Procedures**

**To support our commitment, we have the following policies and procedures in place:**

- Modern Slavery and Human Trafficking Policy – outlining our stance, responsibilities, and reporting mechanisms.
- Recruitment and Selection Policy – ensuring all recruitment is lawful, transparent, and fair, including verification of the right to work in the UK.
- Supplier and Procurement Policy – requiring due diligence checks on all suppliers and contractors to ensure compliance with ethical and legal standards.
- Whistleblowing Policy – enabling employees, contractors, or suppliers to raise concerns confidentially about any suspected wrongdoing, including modern slavery.

## **Risk Assessment and Due Diligence**

**We assess the risk of modern slavery across our business activities and supply chains by:**

- Conducting due diligence on all suppliers and contractors before engagement.
- Requiring suppliers to confirm compliance with the Modern Slavery Act 2015.
- Reviewing contracts to include clauses that allow termination in the event of non-compliance.
- Monitoring supply chain relationships to identify and mitigate potential risks.

## **Training and Awareness**

**We provide training to staff involved in recruitment, procurement, and contract management to ensure they:**

- Understand the signs of modern slavery and human trafficking.
- Know how to report concerns or suspicions internally.
- Recognise the importance of ethical sourcing and employment practices.

## **Reporting Concerns**

**Any employee, contractor, or supplier who suspects any form of modern slavery within our operations or supply chain is encouraged to report concerns immediately via:**

- Line Manager or Supervisor
- Human Resources Department
- Confidential Whistleblowing channel: [report@transportmadesimple.co.uk](mailto:report@transportmadesimple.co.uk)
- Reports will be taken seriously, investigated promptly, and handled sensitively and confidentially.

## Monitoring and Continuous Improvement

Central Connect Transport Limited regularly reviews its systems, supplier relationships, and policies to ensure continued effectiveness in preventing modern slavery. We will:

- Conduct annual reviews of our Modern Slavery Policy and Statement.
- Monitor supplier compliance through contract reviews.
- Update our risk assessments to reflect changing market and supply chain dynamics.

## Approval and Publication

This statement has been approved by the Board of Directors of Central Connect Transport Limited and will be reviewed and updated annually.

It is published on our company website in accordance with the requirements of the Modern Slavery Act 2015, Section 54, and is accessible to employees, suppliers, clients, and the public.

### SIGNED:

A handwritten signature in black ink that reads "P. Nathanail". The signature is written in a cursive, slightly slanted style.

**Peter Nathanail - Director, Central Connect Transport Limited**

**Date: October 2025 (next review October 2026)**