



Modern Slavery Act Transparency Statement

Peregrine Motorways Limited, and its associated subsidiaries (the 'Group'), recognises that modern slavery and human trafficking are significant global issues presenting a challenge for businesses worldwide. We recognise that slavery and human trafficking has many different forms, including forced labour, child labour, exploitation, workplace abuse, being sold or treated as a commodity and having restrictions on freedom of movement etc.

The Group maintains its zero tolerance approach to modern slavery and human trafficking, and continues to be committed to act ethically, responsibly and with integrity in all of our business dealings and relationships.

By ensuring that our business is transparent, we will ensure we will comply with the disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all our contractors, suppliers, and other business partners as part of our contracting processes. We expect that our Supply Chain will also hold their own Supply Chain to the same high level of standards and values.

We all have a responsibility to be alert to the risk of this in our business. All staff are expected to report any concerns and management are expected to act upon them without delay.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Peregrine Motorways Limited's, and its subsidiaries, slavery and human trafficking statement for the financial year ending 31st December 2021.

Approved by the Board on 17th April 2023 and signed on its behalf by:

A handwritten signature in black ink, appearing to read 'Bridget Rosewell', is written over a light blue horizontal line.

Bridget Rosewell
Chair – Peregrine Motorways Limited

Our Business and Supply Chain

The Group is a UK based group of companies which have responsibility for the financing and operation of the 27-mile M6toll motorway around Birmingham under a 53-year concession issued by the UK government ending in 2053. Further information on the M6toll motorway can be found on the company website <http://www.m6toll.co.uk>

We work with a range of suppliers and our supply chain encompasses a diverse range of services, including, group service contracts, facilities management, IT services, professional and outsourced services, (including our recruitment supply chain).

The Group are committed to zero tolerance of modern slavery and human trafficking in its supply chain and there are a number of practices in place, in order to address this including;

- Supplier /vendor assessments which are regularly reviewed and a due diligence process which is undertaken and assessed.
- Temporary labour and agency workers are only employed through agencies who meet stringent checks.

Given the nature of our business, we consider the risk of modern slavery and human trafficking to be low.

Supporting Policies and Procedures

As part of our commitment, we continuously review policies and processes to ensure the highest of standards. Our employee handbook details a number of policies and procedures and the supporting relevant policies are as follows;

- Disciplinary policy
- Equal opportunities
- Code of Conduct
- Dignity at work/Harassment Policy
- Grievance policy
- Whistleblowing policy
- Anti-Bribery and Corruption Policy
- Health and Safety Policy

In terms of employment within the Group, all employees have a contract of employment which is compliant with UK legislation. We recognise the UNITE Trade Union and negotiate and agree pay deals for all staff. The Group is fully compliant with the legislative requirements of both the National Minimum Wage and the National Living Wage.

Supplier Adherence

The Group will not conduct business knowingly with anyone engaged in slavery and human trafficking practices or knowingly permit them to be carried out in any part of the business. We expect any supplier or contractor to uphold the same values.

Supplier terms and conditions are regularly reviewed and monitored, and our standard terms and conditions include applicable anti-slavery provisions.

We maintain an approved supplier list for recruitment and the recruitment of temporary staff.

Communication & Training

Employees are encouraged to speak out regarding any concerns relating to Modern Slavery and human trafficking and we will continue providing training awareness sessions to key staff throughout the Group, to ensure a high level of understanding of the risks of modern slavery in our supply chain and Group.

Our effectiveness in combating slavery and human trafficking

In addition to our own employment practices, we regularly monitor and review eligibility to work procedures in line with Home Office official guidance. We regularly monitor risk before contracting with suppliers and during the course of any contract.

Subsidiary companies covered by this statement

This statement covers Midland Expressway Limited (02309767), Midland Motorways Group Limited (05879935), Peregrine Motorways Limited (08636122), the registered office for which is Operations Centre, Expressway, Weeford, Lichfield, WS14 0PQ, and Starling Investments Limited (Jersey) registered office 47 Esplanade, St. Helier, JE1 0BD, Jersey 122711.