

**This Modern Slavery Statement applies to the following legal entities: Castlehill Enterprises Limited, Chelsey Bidco Limited, Chevron Green Services Limited, Chevron Traffic Management Limited, Class One Traffic Management Limited, Herts Traffic Management Limited, Highway Barrier Solutions Limited, Highway Resource Solutions Limited and Shift Traffic Events Limited which shall together be referred to as the Chevron Group.**

The Chevron Group recognises that modern slavery is a crime and a violation of fundamental human rights. It has many different forms including slavery, servitude, forced and compulsory labour and human trafficking all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

The Chevron Group has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and developing and implementing effective management systems and controls that ensure that nowhere in our business or supply chain is involved with modern slavery. Using and raising awareness of the indicators of forced labour as set out by the International Labour Organisation (ILO) will help us deliver that approach. Indicators include:

- Abuse of vulnerability
- Deception
- Restriction of movement
- Isolation
- Physical and sexual violence
- Intimidation and threats
- Retention of identity documents
- Withholding of wages
- Debt bondage
- Abusive working and living conditions
- Excessive overtime

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 of our contractors, suppliers and other business partners, and as part of our contracting processes, we include prohibitions against the use of staff sourced from forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect that our supply chain will also hold their own supply chain to the same high standards.

### **Compliance monitoring**

The Chevron Group's Executive Team has overall responsibility for ensuring that the Group complies with its legal and ethical obligations, and that all those under our control comply with it.

The Head of ESG and Improvement has primary responsibility for monitoring and auditing internal control systems and procedures as part of our Integrated Management System to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with the Anti-Slavery and Human Trafficking policy and are given adequate and regular training on it and the issue of modern slavery within supply chains.

Individuals and/or Organisations working for or on behalf of the Chevron Group must ensure that they read, understand and comply with this policy.

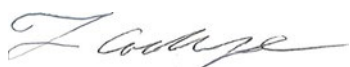
The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control.

If anyone believes or suspects that a breach of this policy or possible breach has occurred, or may occur in the future, they must report it to their manager as soon as possible. This can be done in accordance with the Chevron Group's Whistleblowing Policy or alternatively through the Modern Slavery Helpline on 08000 121 700 <https://www.modernslaveryhelpline.org/>.

The Chevron Group is committed to a zero-tolerance approach to modern slavery and manages and supports compliance with its Anti-Slavery and Trafficking policy by:

- Signing up and committing to the Gangmasters & Labour Abuse Authority Construction Protocol, and work with the GLAA and other partners in reducing opportunities for exploitation and slavery;
- Providing annual training for all employees so that they understand what modern slavery is, and how to recognise the signs of it;
- Enhanced vetting and reviews of our supply chain (contractors, sub-contractors, policies, contracts etc.);
- Raising awareness of modern slavery within our Supply Chain partners;
- Carrying out regular internal audits as part of our Integrated Management System on both our own policies and procedures, as well as those of our Supply Chain. For example, checking whether all employees are paid at least the minimum wage and have the right to work;
- Using labour monitoring and payroll systems;
- Encouraging the reporting of concerns and the protection of whistle blowers; and
- Not knowingly supporting or dealing with any business involved in slavery or human trafficking.

This statement has been prepared in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes the Chevron Group's slavery and human trafficking statement for the year ended 31<sup>st</sup> December 2022.



**Tim Cockayne**  
**CEO**  
**December 2022**