

SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

Organisational structure, its business and its supply chains (s54(5)(a))

Interconnector Limited ("INT" or "we") operates a gas interconnector pipeline linking the UK and Continental European gas markets. We employ 85 staff and have terminals in the UK and Belgium.

INT is committed to identifying, assessing and managing the risks in its supply chain, contracting and procurement processes to ensure that they are managed and mitigated in accordance with the highest standards of ethical behaviour. We strive to provide a coherent and effective approach to risk management, aligning our processes with ISO 31000. We are part of the European energy supply network and most of our suppliers are located in North-Western Europe: as such INT is considered to have a low risk of exposure to modern slavery and human trafficking.

Organisational policies (s54(5)(b))

The Statement of Business Principles states we will identify, assess and manage the risks in our supply chain, contracting and procurement processes. The Group Ethical Code highlights promoting human rights in our value chain and that we maintain an absolute ban on forced labour, child labour, modern slavery and related forms of unlawful working conditions.

Assessing and managing risk (s54(5)(d))

In dealing with our suppliers, we look at the variety of ways that modern slavery could occur within our supply chain, so that our efforts are focussed where there is the greatest risk. We have implemented a due diligence process that assesses risk on all new suppliers. In addition, all these suppliers are subject to ongoing monitoring which notifies us of any adverse media.

Due diligence (s54(5)(c))

To address direct risk, all new staff who join as direct employees or as agency workers are subject to pre-employment checks to confirm identity, right to work in the UK and to verify employment history and qualifications. As a UK company operating with a principal footprint in North-West Europe, our use of stringent employment checks means it is highly unlikely that trafficking has occurred as a result of our operations.

To address indirect risk, we concentrate our efforts on our suppliers. We conduct due diligence and compliance checks to provide assurance that suppliers with a global footprint have policies and procedures in place that support human rights. We are working with our suppliers to ensure that they have either taken, or are taking, appropriate measures to mitigate the risk of slavery and human trafficking occurring in their supply chains.

Training (s54(5)(f))

While the topic is addressed across several organisational policies, there is an opportunity to enhance awareness through a dedicated training programme. Current risk reviews indicate a low likelihood of modern slavery within the organisation, and this assessment is regularly monitored. Any future training initiatives will be based on the outcomes of these ongoing reviews to ensure relevance and effectiveness.

Monitoring and evaluation (s54(5)(e))

We will continue to work with our suppliers to ensure that our ethical standards are understood and applied. We track and respond accordingly to the latest developments in modern slavery to ensure continuous improvement in our processes.

This statement constitutes INT's slavery and human trafficking statement for the financial year ending 31 December 2025.



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DIRECTOR Ben De Waele

Date: 31/12/2025