

Modern slavery Act 2015

This statement is made pursuant to the Modern Slavery Act 2015 and sets out the steps that Oil 4 Wales Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Oil 4 Wales Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Oil 4 Wales Ltd started in 2010, and since the beginning, the company has grown incredibly and is now one of the top 100 companies in Wales. We are also the only Welsh oil distributor to have its fuel accredited by the FPS (Federation of Petroleum Suppliers) in order to provide the best for our customers. A large part of the success of Oil 4 Wales was built from the company values of being honest, genuine, and delivering with integrity. Oil 4 Wales Ltd fully appreciates the importance of supporting the communities of Wales; this has been reflected in the numerous amounts of sponsorships and donations given over the last seven years. Our slogan, "Working with the community, for the community" also reflects our commitment to the communities of Wales. Therefore, the qualities mentioned above reflect the honest and ethical procedures that are in place at Oil 4 Wales Ltd.

We also take pride in all the suppliers we utilise in order to ensure the best possible service to our loyal customers. All suppliers have been chosen carefully by our board of Directors in order to provide the best quality products for our customers.

Our policies

We operate a number of internal procedures and policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. The Employee Handbook and Driver Handbook. These procedures ensures all members of staff are aware of any policies that the company utilises. Each policy is clearly stated in both documents to ensure transparency throughout the whole company.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Standards Policy. This policy explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

Oil 4 Wales Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery become known.

Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

The board of Directors has approved this policy dated 26th of June 2017.

Mr Colin Owens

Miss Sally Owens

Mr Paul Owens

Mr Robert Young