

Standard Fuel Oils Ltd's Slavery and Human Trafficking Statement

Our business

We are an independent distributor of fuel and lubricants supplying commercial, industrial, marine and agricultural customers with a range of bulk fuels, lubricants and associated products throughout the UK.

We predominantly operate in the North West of England where our fleet and head office are located. Recently we have expanded into North Wales and the North East where we have established a strong customer base and supply chain.

We have a relatively small UK-wide business, however our network of supply partners is vast and spreads across a number of organisations. It is therefore imperative that we, to the best of our ability, ensure that no one within our company or our supply chain engages in any activity relating to the slavery or human trafficking of any individual.

Our expectations – Standard Fuel Oils Ltd

- We ensure that all staff directly employed by Standard Fuel Oils Ltd do so at their own free-will and understand that they can cease their employment at any time under the terms of their employment contract.
- We compensate all staff directly employed by Standard Fuel Oils Ltd with wages and benefits packages that meet or exceed statutory minimum requirements and are a Living Wage employer.
- We abide by the Working Time Directive, unless staff directly employed by Standard Fuel Oils Ltd voluntarily choose to opt-out (within the limitations imposed by the Working Time Directive).

Our expectations – Our suppliers

- Standard Fuel Oils Ltd suppliers are required to certify that they do not engage in slavery or human trafficking, or any activity associated with these offences.
- Standard Fuel Oils Ltd suppliers who supply materials used for Standard Fuel Oils Ltd business are required to certify that each product complies with the Modern Slavery Act 2015 and any other law regarding slavery and human trafficking of the country/countries in which the materials are sourced.
- Any new supplier entering into a contract or tendering for work with Standard Fuel Oils Ltd has to provide us with details of their policies on slavery and human trafficking, as well as providing assurances that they, or anyone within their own supply chain, do not engage in slavery or human trafficking, or any activity associated with these offences.

Policy

Standard Fuel Oils Ltd has a zero tolerance policy on slavery and human trafficking within its business and supply chains. Our policy is applicable to all staff who work for Standard Fuel Oils Ltd, including temporary workers under contract, and we expect all 3rd parties who act on our behalf, to abide by that policy. Our policy on slavery and human trafficking can be viewed on our website at <http://www.standardfueoils.co.uk/wp-content/uploads/2018/01/Anti-Slavery.pdf> or a request can be made, in writing, to receive a hard copy by post.

Audit

Although we see our business as 'low risk' in relation to the threat of slavery and human trafficking offences being committed, we carry out compliance audits on an appropriate sample size on a regular basis. These audits are carried out by our internal audit team and reported to our Board. Given our business model, we believe this approach to be proportionate, given the nature of our business, the geographical remit in which we operate and the due diligence processes we undertake before appointing reputable contractors and 3rd party suppliers.

Staff training

We offer periodic training sessions on slavery and human trafficking to all staff. This training also forms part of our induction process for all new starters to the business.

Annual update – 2019/20 financial year

There have been no instances of suspicious activity in our supply chain.

Standard Fuel Oils Ltd has undertaken detailed review of its procurement processes in this financial year and following that review has strengthened its controls on process, documentation and education for staff.

Approved by Standard Fuel Oils Ltd Board on 19th August 2020