

## Modern Slavery Statement

Version: **LO 01.02** Date: **01/01/2020**

New Era Fuels is committed to continuously improving its high standards to combat slavery and human trafficking in its business and supply chain, and in acting ethically and with integrity in its business relationships.

This statement is made pursuant to section 54 of the Modern Slavery Act 2019. It constitutes New Era Fuels' slavery and human trafficking statement for the financial year ended 31 October 2017. It covers the activities of New Era Fuels.

### OUR ORGANISATION

Established in 1919, New Era was formerly a distributor for only industrial and automotive lubricants. Over almost 100 years, our range of products has extended to the supply of Red Diesel and Kerosene, and oils & lubricants for commercial, plant, machinery, agricultural and marine applications.

Our primary service is to provide an unrivalled, nationwide delivery of Red Diesel; tracked with the latest technology to ensure accuracy and punctuality.

Our own fleet of brand-new tankers are based around London & Essex and are regularly maintained & checked to exceed the most recent emission and performance standards.

While operating from our Harlow headquarters, we have valued and well-trusted partnerships with distributors across the whole of the United Kingdom, allowing us to provide a delivery service anywhere in the country.

We have around 100 staff based in the United Kingdom. Our staff are directly employed and are not in any category which is generally seen to be vulnerable to modern slavery in this country, so our focus is to ensure there are policies and procedures in place for our contractors and suppliers.

### OUR SUPPLY CHAIN

New Era Fuels uses a wide range of suppliers who supply goods for sale, provide services at events and support our operations. Having reviewed our business operations and relationships, we believe that the area of highest modern slavery risk is in the supply chain supporting the procurement of goods for resale in our network.

### DUE DILIGENCE

New Era Fuels carries out comprehensive due diligence on suppliers in high-risk areas and has developed very clear and robust procedures for assessing and auditing those suppliers. This ensures that we only select suppliers who comply with our high standards and policies.

All suppliers which we class as high risk must:

- Complete a Modern Slavery Act Due Diligence questionnaire which covers their governance, policies, training and supply chains management processes; and
- Provide a full and complete list of all sites they are proposing to commission goods from on behalf of New Era Fuels on an annual basis.

All third parties must provide an annual Independent Ethical Audit to ensure ethical standards and full transparency are maintained.

New Era Fuels have an internal team responsible for assessing information and documentation submitted by suppliers. Should a supplier fail or refuse to provide the information required or meet New Era Fuels' expectations, this may result in New Era Fuels not entering into a relationship with them or terminating any current relationship.

### POLICIES

New Era Fuels has a number of policies which aim to minimise the risk of modern slavery in our supply chain. These include:

- **Working with Supplier and Partners Policy** which sets out internal requirements for buying goods and services;
- **Responsible Procurement Policy** covering issues of human rights, child and forced labour and modern slavery, which New Era Fuels' suppliers are required to comply with; and
- **Whistleblowing Policy** which encourages staff to report any concerns including any related to modern slavery/trafficking and child and forced labour.

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## TRAINING

During the year, training was provided to those teams who have direct responsibility for relevant supply chain management. We also developed a Modern Slavery Act Guidance document which is available to staff through new Era Fuels intranet.

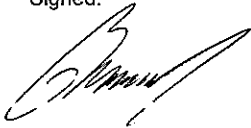
## LOOKING AHEAD

We will continue to review our procurement process and engage with our suppliers. We also plan to review our Responsible Procurement Policy and will provide further training on modern slavery as appropriate.

## APPROVAL

This statement has been approved by the Board of Directors of New Era Fuels.

Signed:



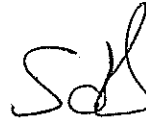
Reg Geggus

Position: CEO  
Date: 01.01.2020



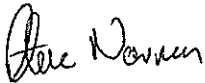
James Hunt

Position: Managing Director  
Date: 01.01.2020



Stefan O'len

Position: Operations Director  
Date: 01.01.2020



Steve Newman

Position: Finance Director  
Date: 01.01.2020



Ben Leworthy

Position: Commercial Director  
Date: 01.01.2020