



## **Modern Slavery Statement**

### **Organisational Structure**

1. The organisational structure of Fuel Oils (Holdings) limited, (referred to as “Fuel Oils”) comprises of a Head Office/depot, two depots, two terminals (for parking trucks at night). All based in the UK we have no overseas business.
2. Fuels Oils is a family owned and run business, have been in business for more than 60 years and is controlled by a Board of Directors. Our Head Office is located in Erith, with two other depots located in Hoo and Canterbury.
3. Fuel Oils is predominately involved in the selling and distributing of fuel and lubricants to domestic and commercial customers within the South East of England. Customers phone in to place their orders, order on our website or come into the depots to buy fuel or lubricants; deliveries are consistent throughout the year.

### **Definitions**

Fuel Oils considers that modern slavery encompasses:

1. Human Trafficking;
2. Forced work, through mental or physical threat;
3. Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
4. Being dehumanised, treated as a commodity or being bought or sold as property;
5. Being physically constrained or to have restriction placed on freedom of movement.

### **Commitment**

1. Fuel Oils acknowledges its responsibilities under the Modern Slavery Act 2015 and is committed to preventing slavery and human trafficking within its own business and in its supply chains. Fuel Oils understands that this requires an ongoing review of both its internal practices in relation to its work force and its supply chains.
2. Fuel Oils has a zero-tolerance policy towards modern slavery. It will refrain from entering into business, and/or will discontinue any current business with any other organisation which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory work.
3. The work supplied to Fuel Oils in pursuance of the service it provides is carried out wholly in the South East of England.
4. No work provided to Fuel Oils in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Fuel Oils strictly adheres to the minimum standards

required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases exceeds those minimums in relation to its employees.

5. Fuel Oils offers employment contracts on a guaranteed hours basis only; no offers of employment are made on a zero hours basis.
6. Part-time and fixed-term employees within Fuel Oils are provided with the same pro-rata contractual entitlements as full-time and permanent employees. If these are not offered, Fuel Oils is able to rely on objectively justifiable grounds.
7. All employees are offered a competitive remuneration package and Fuel Oils prides itself on the additional benefits it is able to offer its employees on a wide variety of platforms. It conducts annual staff surveys on an anonymous basis to give employees a voice on their individual employment, their department and Fuel oils company as appropriate. Commitment to creating career progression in a supportive environment has always been our goal.

## Potential Exposure

1. Fuel Oils considers its exposure to modern slavery to be limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.
2. In the operation of its business, Fuel Oils' main supply chains are those related to the provision of services. Fuel Oils considers its main exposure to the risk of slavery and human trafficking to exist only in its supply chains.

## Steps

1. Fuel Oils carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its supply chains.
2. Fuel Oils has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with slavery and/or human trafficking.
3. In accordance with section 54(4) of the Modern Slavery Act 2015, Fuel Oils has looked on our supplier websites and printed off their modern slavery statements. We have searched for any adverse publicity regarding any of our suppliers to ensure that slavery and/or human trafficking is not taking place.
4. Fuel Oils has taken action to monitor reports of modern slavery and will cross reference such reports with our supply chain. Fuel Oils will seek to discontinue business with any supplier found by enforcement authorities to be involved in modern slavery.
5. Fuel Oils encourages use of its whistleblowing policy to report any concerns regarding modern slavery and will investigate any complaints thoroughly.

## Training

1. Upon commencement of employment, all employees undergo a structured class room environment induction process. All employees are made aware of Fuel Oils policies relating to standards of behaviour that it requires from them. In its statements for the previous financial year, Fuel Oils set itself a target of ensuring that 100% of new starters would complete the induction within two weeks of commencement of employment, of which 100% did complete within this target.

- 2. Fuel Oils also provides training on awareness of modern slavery to those within Fuel Oils who have been identified as having responsibilities in this regard, namely those involved in finance and procurement. Fuel Oils ensures that annual update training is provided.

**Assessment of Effectiveness in Combating Modern Slavery**

- 1. To ensure effectiveness in combatting modern slavery, Fuel Oils maintains an accurate supplier list including contact details. It will ensure action is taken in response to reports of modern slavery in its supply chains and any complaints made via the whistleblower policy will be responded to in accordance with the policy.
- 2. Following a review undertaken for Fuel Oils’ statement of the previous financial year, Fuel Oils confirms its supplier list is up to date for the current financial year.
- 3. As in the previous financial year, there have been no reports that any of Fuel Oils’ suppliers have been involved in activities covered by the Modern Slavery Act.

**Policies**

Fuel Oils also has a Corporate Social Responsibility Policy which further defines its stance on modern slavery. In addition, a Whistleblower policy is in place which encourages the reporting of any wrongdoing which is in the public interest.

**Group Data Protection & Compliance Officer**

Fuel Oils has a Group Data Protection & Compliance Officer, to whom all concerns regarding modern slavery should be addressed. Fuel Oils Data Protection & Compliance Officer undertakes an annual review of Fuel Oils’ obligations towards eradicating modern slavery within its organisation and supply chains.

**Review**

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and applies to all companies within and associated to Fuel Oils. It is reviewed for each financial year.

**This statement relates to the 2024/2025 financial year and is approved by:**

**Stuart Durell (Director)**

Signed:  .....

Date: 4/12/25 .....