

Modern Slavery & Human Trafficking Statement 2022 - 2023

Policy

Tate Fuel Oils Ltd are opposed to slavery and human trafficking in all parts of its business activities and supply chain. The Company is therefore committed to ensuring that they have adequate policies and procedures in place to identify and prevent these practices.

Business & Supply Chain

Tate Fuel Oils provide bulk fuels, lubricants, and leased vehicles to commercial, agricultural, retail and domestic customers. The Company has its office in Otley, West Yorkshire and all business takes place in the UK. Our primary supply chains are all in the UK and are world leading brands in both Oil refining and Vehicle Leasing.

Policies on Slavery and Human Trafficking

The Company is committed to ensuring that there is no modern slavery or human trafficking in their supply chains or in any part of their business. The company is also committed to acting ethically and with integrity in all their business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in their supply chains.

As part of our initiative to identify and mitigate risk:

- With regards to national or international supply chains, the point of contact is preferably with a UK company or branch and the company expects these entities to have suitable anti-slavery and human trafficking policies and processes. The company expects each entity in the supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain.
- The company is committed to ensuring there are in place systems to encourage the reporting of concerns and the protection of whistle blowers.
- The company has zero tolerance to slavery and human trafficking and expects all those in the supply chain and contractors to comply with their values.

The Company's recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

Risk Assessments

The Health & Safety Advisor is responsible for risk assessments in respect of human rights and modern slavery. These are reviewed annually and updated accordingly.

Due diligence

The Managing Director is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in their supply chains and their business, the company provides training to relevant members of staff, and all

are aware of the appropriate action to take if they suspect a case of slavery or human trafficking. All Directors have been briefed on the subject.

Measuring Effectiveness

The company uses the following key indicators to measure how effective they have been in ensuring that slavery and human trafficking is not taking place in any part of their business or supply chains:

- Ability to conduct audits on any Supplier.
- Use of labour monitoring and payroll systems
- Level of communication and personal contact with all parties involved and their understanding of, and compliance with, the company's expectations

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement for the current financial year.

Signed:



Andrew Tate

Owner