



## Modern Slavery Act 2015

### Slavery and Human Trafficking Statement

#### Introduction

This statement sets out the actions that WEX Europe Services Limited (and its subsidiary entities, collectively 'WES') has taken to develop a thorough understanding of potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring slavery or human trafficking is not present within its own business and supply chains.

As part of the Fuel Card Industry, WES recognizes that it has a responsibility to take a robust approach to slavery and human trafficking.

This statement relates to the financial year ending on 31 December 2023.

#### Company structure

WES is a medium sized reseller of fuel cards and related fleet management products, serving customers across Europe from locations in the UK, Belgium, France, Germany, Italy, Netherlands, Norway and Luxembourg. More information about WES's business is available at <https://www.wexinc.com/en-gb/>.

WES's registered office is in Manchester, United Kingdom and we currently employ 500 employees across all of our operating countries; each of which are fully compliant with the United States' Trafficking Victims Protection Act's (TVPA) standards.

#### Supply chains

WES's supply chain includes suppliers of fuel, fuel card production, IT services, marketing services and related services.

WES is committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking.

WES ensures this commitment through the operation of the following policies and procedures:

- **Code of Business Conduct and Ethics ('Code');** WES's Code issued to employees during the on-boarding process. The Code makes clear to employees the actions and behaviors expected of them when representing the company. WES strives to maintain the highest standards of employee conduct and ethical behavior including the approach to managing WES's supply chain.
- **Employee Handbook UK and Germany;** this handbook encompasses WES's ethical policies

#### **WEX Europe Services Limited**



and procedures for UK and Germany based employees. The handbook is issued to new employees during WES's on-boarding process, and is available to employees anytime via our Policy Tech hub.

- **Whistleblowing Hotline;** all employees have access to an ethics and compliance protected disclosure hotline.

### **Monitoring and awareness procedures**

WES is committed to actively ensuring that no slavery or human trafficking is present within its own business and supply chains, demonstrated through the following principles:

- the provision of relevant training to raise employee awareness at an on-boarding stage and thereafter through regular updated communications to reaffirm WES's ethical values;
- an implemented reporting and evaluation process which is clear and ensures employee accountability;
- having in place set measurable goals to monitor the effectiveness of established processes and reporting lines;
- actively working to deliver services to our customers that follow the principles in this statement;
- a general commitment to further enhancing and developing awareness of slavery and human trafficking throughout WES's business.

This statement is made pursuant to s.54(1) of the Modern Slavery Act 2015.

This statement has been approved by the Company's board of directors, who will review and update it annually.

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**Dylan Jones**  
Director  
For and on behalf of **WEX Europe Services Limited**

Date: 6/5/2024

### **WEX Europe Services Limited**

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