



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 recognises 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 2019.

Company structure

WES is a medium sized reseller of fuel cards and related fleet management products, serving customers across Europe from office locations in the UK, Belgium, France, Germany, Italy, Netherlands and Norway. More information about WES's business is available at www.wexeuropeservices.com.

WES's headquarters are based in Crewe, United Kingdom and we currently employ 340 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 behaviours expected of them when representing the company. WES strives to maintain the highest

WEX Europe Services Limited

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standards of employee conduct and ethical behaviour including the approach to managing WES's supply chain.

- **Employee Handbook UK;** this handbook encompasses the WES's ethical policies and procedures for UK employees. Again, these policies and procedures are issued to employees during WES's on-boarding process.
- **Whistleblowing Hotline;** UK employees have access to an ethics and compliance protected disclosure hotline, which WES intends to be implemented across all European office locations.

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.

A handwritten signature in black ink, appearing to read "William Holmes".

William Holmes
Director
For and on behalf of **WEX Europe Services Limited**

Date: 26 JUNE 2020

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