



Modern Slavery Act 2015

Slavery and Human Trafficking Statement

Introduction

This statement sets out actions WEX Europe Services Limited (and its subsidiary entities '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 2018.

Company structure and supply chains

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 on our business is available at www.wexeuropeservices.com

WES' Headquarters are based in Crewe, United Kingdom and we currently employ over 250 employees across all of our operating countries; each of which are fully compliant with the Trafficking Victims Protection Act's (TVPA) standards.

Supply Chains

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 methods;

- **Code of Business Conduct and Ethics (the 'Code');** WES' Code makes clear to employees the actions and behaviours expected of them when representing the company. WES strives to maintain the highest standards of employee conduct and ethical behaviour

WEX Europe Services Limited

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when operating abroad and managing its supply chain.

- **Employee Handbook UK;** encompasses the company's ethical policies and procedures.
- **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.

The Company's Monitoring and Awareness Procedures

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

- Provision of relevant training and awareness of employees at an on-boarding stage and through regular updated communications to reaffirm our ethical values;
- Develop a clear and accountable reporting and evaluation process;
- Set measurable goals to monitor the effectiveness of established processes and reporting lines;
- Actively work to deliver services to our customers that follow the principles in this statement;
- General commitment to further enhancing and developing awareness of slavery and human trafficking throughout its 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 "E. Tierney", positioned above a dotted line.

Eamonn Tierney

Managing Director

For and on behalf of **WEX Europe Services Limited**

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