



## Specialist Emergency Suppliers Of Fuels & Lubricants Throughout The UK

Tel 0121 308 6938 (24/7)    Mobile 07545 724896 (24/7) email [sales@123oil.co.uk](mailto:sales@123oil.co.uk)

### **Modern Slavery Statement 2019**

#### **Structure/ Supply Chain**

123oil is a specialist supplier of all fuels , lubricants, Adblue, Tanks, equipment and waste oil removal, covering the majority of the UK. We have a large and varied supply chain. Our supply chain is comprised of material suppliers (relevant to our trade as oil fuel distributors), sub-contractors (labour/ labour only/ labour/plant and materials) and the purchase and hire of equipment.

All our operations and activities are UK based. We have a centralised procurement team based at our office. 123oil is committed to ethical trading and has zero tolerance for modern slavery.

#### **Policy on Modern Slavery**

We have implemented a Modern Slavery Policy to reflect our commitment to prevent slavery and human trafficking within our supply chain in accordance with the Modern Slavery Act 2015. The policy is reflective of our commitment to acting ethically, transparently and with integrity in our business dealings and relationships. It will be reviewed annually or sooner if we feel a change of circumstances should lead to a review.

#### **Due Diligence Processes**

We monitor and reduce the risk of slavery and human trafficking occurring within our supply chains by building lasting relationships with likeminded suppliers and contractors. All new suppliers / contractors are required to confirm the steps that they take to ensure that no modern slavery exists within their work force/ supply chain.

We will not work with suppliers and subcontractors who are unwilling to confirm compliance with the Modern Slavery Act. We will take action if suppliers and subcontractors are not prepared to make necessary improvements where appropriate. We aim to reduce the risk by:

- Communicating our Modern Slavery Policy and our zero tolerance approach to modern slavery to all staff, suppliers and contractors when entering into new or renewed contracts with them
- We ensure that staff are aware of what modern slavery might look like including updating them to current news affairs/ failure to comply
- Requesting Suppliers and subcontractors provide evidence of their own policies and compliance as appropriate to which we continue to receive a positive response, issues identified since our last statement were only related to documentation and not slavery
- Terminating our relationship/ contract with a supplier if they fail to comply with the Modern Slavery Act 2015
- Raising awareness and providing training as part of our Staff Induction Program
- Monitoring potential risk in our business and supply chains
- Provide adequate protection for whistleblowers as assured in our Whistleblowing Policy

We take our policy and the underlying principles very seriously, for example a breach of our Policy will result in an employee facing disciplinary action which could result in dismissal and the potential for removal from our approved supply chain for suppliers/ subcontractors.

### **Risk Assessment/ Measuring Effectiveness**

The owner has reviewed the current processes and outcomes; 123oil is low risk however we will continue to review our supply chain and subcontractors. We have not identified any modern slavery within our supply chain but have worked with some suppliers on their responses to our questions. Our current processes are felt to be effective however we will continue to educate staff about what modern slavery may look like in the UK.

### **Training for Staff**

All new staff are trained in our policy and processes on induction. Staff involved in monitoring the supply chain are trained within their department.

Updates to policy/ training are issued to all existing staff as they occur.

### **Going forward**

We believe that we have made good progress in informing staff of the issue of modern slavery and our collective and individual responsibility towards preventing it.

123oil are committed to continually reviewing our moral and legal responsibility with regard to modern slavery with the aim of ensuring that no modern slavery can occur as a result of our trading practice. Our intention is to continue to review individual issues that may be identified as a result of monitoring on a case by case basis. We will not work with anyone who is unable to show a commitment to tackling modern slavery.

This statement will be reviewed and published annually.

Authorised by – Nicholas C A Sykes

Position – Owner

Dated 1<sup>st</sup> May 2019.

Address

Nicholas C A Sykes T/A 123oil, 1 Beecholme Court, 143 Lichfield Road, Sutton Coldfield, B74 2RY

VAT Reg - GB 321 3142 60

RDCO - 41121106