

## FLOGAS BRITAIN LIMITED

### Modern Slavery Act 2015

#### Slavery and Human Trafficking Statement for the Year Ended 31 March 2025

##### 1. Our Policy

Flogas Britain Limited (Flogas Britain) is opposed to slavery and human trafficking in any part of our activities or our supply chains. We are therefore committed to ensuring that we have adequate policies and procedures in place to identify and prevent these practices.

We met the turnover threshold applicable under section 54 of the Modern Slavery Act 2015 in the period covered by this statement.

##### 2. Our Business

We are a distributor of Liquid Petroleum Gas (propane and butane) (LPG), Liquid Natural gas (LNG) and medical gases together with specialist businesses undertaking bespoke engineering and energy solutions services in the energy sector. Seasonal work is a feature of the industry in which we operate. More information on our business is available at [www.flogas.co.uk](http://www.flogas.co.uk).

We are a part of the DCC Group. DCC is a leading international sales, marketing and support services group with a clear focus on performance and growth. Its headquarters are in Dublin, Ireland. It is listed on the London Stock Exchange and is a constituent of the FTSE 100 Index.

DCC currently has operations in 22 countries and employs over 16,700 people. Additional information on the Group is available at [www.dcc.ie](http://www.dcc.ie).

##### 3. Organisational Structure and Supply Chains

- Flogas Britain - a distributor of LPG to householders, commercial and industrial businesses across the UK. We also supply LNG and aerosol gases to industrial businesses.
- Medical gas solutions – a distributor of medical gases to the healthcare industry.
- Protech Heating– a provider of bespoke energy solutions and water management services across the UK.
- DTGen – a specialist provider of standby power generators and combined heat and power (CHP) systems across the UK.
- Equity Energies - a UK-based Energy Management Services group working with industrial, commercial, and public sector clients with high energy

consumption, providing services including energy procurement, market analysis, risk management, and bureau services such as bill validation as well as Net Zero pathway consulting. Furthermore, Energy Management has developed a market leading suite of technology including the eAuction platform, Unified Platform, and the MY ZeERO solution that empowers clients to identify and eliminate energy waste and reduce their carbon emissions.

The large majority of the products we use are sourced from reputable suppliers who are based in the UK and European Union. We also source a limited number of products from Central America, directly from Southeast Asia (Thailand) and directly and indirectly from China.

The following table contains a summary of the activities that we consider present the highest risk of slavery and human trafficking in the industries in which we operate, with, in each case, a summary of the steps we have in place to avoid these affecting our activities or our supply chains.

Industry Risk	Steps Taken
Our business purchases products from overseas suppliers in Thailand and Mexico who are scored as 'high risk' under our supply chain integrity policies	We undertake detailed Know Your Customer processes, including a review of Transparency International's corruption index and we commission: 1. Third party diligence reports prior to their onboarding; and 2. External (SGS) factory and ethic's audits
Our business and certain of our UK suppliers make use of seasonal workers at certain key periods of the year	We have robust and embedded risk based recruitment and onboarding processes which mitigate the risk of slavery and human trafficking in this space
Our business engages some agents and contractors to provide some services including civil works, gas tank installation and removal and maintenance services and the installation of heat and power technologies.	We only use approved contractors who have successfully completed our supplier onboarding process. The Know Your Supplier process includes a risk assessment based upon publicly available information and responses to due diligence questions which relate to areas including commitments to safety and human rights in the workplace.

#### 4. Policies in Relation to Slavery and Human Trafficking

The DCC *Code of Conduct* sets out our Group's commitment to acting ethically and with integrity towards our employees and in all our business relationships. Specifically, Section 2 of the Code sets out our commitment to fair employment

practices and Section 14 of the Code sets out our commitment to preventing, as far as practicable, slavery and human trafficking in our supply chains.

The DCC Group *Supply Chain Integrity Policy* sets out the approach taken by every business in the DCC Group to ensure that all the products we sell meet applicable legal and ethical standards.

In addition, the DCC *Human Rights Policy* sets out DCC's specific commitment to operate to internationally recognised standards of human rights, including in relation to forced labour, child labour and unsafe working conditions.

These documents are available at [www.dcc.ie](http://www.dcc.ie).

Our policy on slavery and human trafficking is set out in Section 1 of this statement.

The requirements of our *Code of Conduct*, *Group Supply Chain Integrity Policy*, *Human Rights Policy* and our own policy are reflected in the more detailed policies and procedures that we have in place in Flogas Britain Limited. These are addressed in more detail in Section 6 of this statement.

## **5. Due Diligence and Assessing and Managing Risk**

As part of our compliance with the policies referred to above, we take the following steps:

- Assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains, including by reviewing, where necessary, the controls that our suppliers have in place and carrying out other suitable checks;
- Monitor potential risk areas in our supply chains on a periodic basis.

## **6. Assurance and Key Performance Indicators**

Responsibility for ensuring that our procedures are adequate and are adhered to in all areas of our activities rests with the directors of Flogas Britain Limited.

We report on compliance with the DCC Group *Code of Conduct* and *Supply Chain Integrity Policy* every six months.

## **7. Training and Awareness**

In the period covered by this statement 671 employees in our business completed online training on our *Code of Conduct* which covered the protection of human rights, including the prevention of slavery.

We also provide training to relevant employees on supply chain risks, including the risk of slavery and human trafficking at suitable intervals. Our participation in industry associations and our dealings with suppliers also provide information on where slavery and human trafficking risks may arise in the industries where we are active and best practice in avoiding them.

**8. Nature of this Statement**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31 March 2025.

This statement has been approved by the board of directors of Flogas Britain Limited.

A handwritten signature in black ink, appearing to read 'Ivan Trevor', is positioned above a horizontal line.

Ivan Trevor  
Managing Director  
Flogas Britain  
3<sup>rd</sup> June 2025