

MODERN SLAVERY TRANSPARENCY STATEMENT

At EG Group (branded as “Cumberland Farms”, a trading name of EG Group), we do not tolerate any form of modern slavery or abuse of human rights. We seek to act ethically and with integrity in our business dealings and relationships and to implement effective systems and controls to reduce and address risks of modern slavery and human trafficking within our own operations and supply chain.

ABOUT THIS STATEMENT

Our 2025 Modern Slavery Act Transparency Statement has been prepared in accordance with section 54 of the UK Modern Slavery Act (“UK MSA”). This requires UK businesses with a turnover over £36 million to publish an annual statement on steps taken to prevent modern slavery in their business and supply chains.

This statement covers our activities both in the UK and international markets for our financial year 2025 (1 January to 31 December 2025).

In accordance with the UK MSA, this statement is accessible from the home page of our website and is also available on the UK Modern Slavery Registry.

See [UK Home Office Guidance](#) for further details of the statutory disclosure requirements under the Modern Slavery Act.

Reporting concerns

We are committed to conducting our business in accordance with the law, our Code of Conduct and our Values.

We encourage colleagues, customers and suppliers to speak up if they have any concerns without any risk of detriment. Details of our confidential whistleblowing hotline are available at: www.eg.group/whistleblowing/.

2025

More than

4,300

Sites¹

Around

33,000

Colleagues

\$942m

Underlying EBITDA²

1. As at December 31, 2025.

2. Earnings before interest, tax, depreciation and amortisation, before exceptional items.



COMPANY OVERVIEW

The Group is one of the world’s leading independent convenience retailers, delivering a differentiated forecourt-to-food proposition across multiple international markets.

Through its multi-category model, the Group offers a strong convenience retail experience anchored by a broad Grocery & Merchandise offer featuring a broad range of everyday essentials and trusted branded products; an evolving Foodservice platform built around high-quality, quick-service food-to-go concepts and strategic brand partnerships; and a comprehensive Fuel offering supported by major international supply relationships that ensure reliability, customer confidence and consistent site traffic. Together, these complementary business streams enable the Group to provide convenience, value and choice to customers across its global estate.

OUR SUPPLY CHAIN

Goods for resale:

We work with retail brand partners to deliver products and services to our customers. We aim to work with trusted brand partners that are well known globally or in their local markets and that have their own Environmental, Social & Governance (ESG) policies and programmes, including in relation to human rights.

Goods & services not for resale:

We procure equipment and services from a range of suppliers and contractors to support our business, including for example: uniform suppliers, logistics companies, waste contractors, cleaning and landscaping contractors, construction and refurbishment companies, IT equipment and services.

Proprietary food brands:

Our proprietary food brands work with a range of suppliers including ingredient suppliers, food wholesalers, food manufacturing and service companies, packaging and logistics suppliers. Food ingredients are sourced from all over the world.

A list of some of the brand partners we work with is included on our website by business category and market. See [Grocery & Merchandise](#), [Foodservice](#), and [Fuel](#).



OUR POLICIES ON MODERN SLAVERY & HUMAN RIGHTS

We have policies to guide our approach to human rights and modern slavery.

Our policy position statement on Human Rights and Modern Slavery is included in our Environment, Social & Governance (ESG) Policy Position Statement, available on our [website](#). The policy sets out our commitment to respect and uphold human rights in line with international conventions and guidelines including the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights (which includes the Universal Declaration of Human Rights), the UN Global Compact, the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work, the Children’s Rights and Business Principles and UN conventions on the elimination of discrimination. It covers our approach to identifying and mitigating human rights risks, including details of our due diligence across our own operations and supply chain. Our policy position statement is refreshed from time to time.

In 2026, we developed a Supplier Code of Conduct, that sets minimum requirements in areas such as human rights, labour standards, ethics and business practices, sustainability, and legal compliance. It will require suppliers to protect the fundamental rights of workers by complying with the Ethical Trading Initiative (“ETI”) Base Code and to reflect international standards such as the United Nations Guiding Principles on Business and Human Rights. It is published on our [website](#).

RISK ASSESSMENT

We monitor and review our ESG-related risks, including human rights and modern slavery risks.

We seek to identify risks through research, peer review, work with external consultants, ESG materiality assessment and our partnership with Unseen, a UK modern slavery charity. Our approach to assessing risk considers factors including the geographical location of our operations and key suppliers, spend levels and known risks associated with key supplier categories based on established benchmarks such as the **Corporate Human Rights Benchmark** (an initiative of the World Benchmarking Alliance), **Know the Chain** (a resource provided by the Business and Human Rights Centre) and **ARA:Topline** (a human rights due diligence resource).

As a retailer, we recognise there are human rights and modern slavery risks across our extended supply chain, with key products we sell, including fuel and food, identified as high risk sectors by external benchmarks. On our own sites, there are risks of modern slavery associated with the use of service providers and temporary staff in sectors such as construction and refurbishment, logistics and waste management¹.

MANAGEMENT

We manage modern slavery and human rights risks through our ESG governance and management structures and engagement with suppliers.

KEY ELEMENTS OF OUR GOVERNANCE ARE:

- Group Board, which includes Non-Executive Directors, has ultimate responsibility for oversight of ESG. Key issues are reviewed by the Board.
- Group Audit & Risk Committee, has accountability for ESG risks and is responsible for oversight of our ESG strategy and performance. The Committee receives regular updates on ESG performance and our whistleblowing procedures, including any reports made to our whistleblowing hotline.
- Our CEO, who has overall responsibility for implementing our ESG strategy, including our approach to human rights and modern slavery and has signed this transparency statement. He is supported by teams across the business, including our ESG and Sustainability team (see below) and operational teams.

Our Group ESG and Sustainability team advises on our ESG and Sustainability strategy including our approach to human rights and modern slavery, monitors legislation, reviews progress and is responsible for creating external ESG disclosures, including this modern slavery transparency statement. In 2025, we had ESG Managers in Germany and the USA to support the implementation of our strategy. Our Group Head of ESG and Sustainability liaises directly with our Board of Directors to review risks and shape ESG priorities and monitors progress on our modern slavery due diligence.

We publish an annual [Sustainability Report](#) which includes further details of our ESG and Sustainability governance and approach to embedding this in the business.

1. The car washes on our sites are either automated or operated by our customers, and therefore modern slavery risks associated with labour in the hand car wash sector are not applicable to our business.

DUE DILIGENCE

We carry out due diligence to help mitigate modern slavery risks. Our approach includes:

Our approach	Action in 2025
<p>Review and assess modern slavery risks</p>	<p>See section on risk assessment on previous page.</p>
<p>Raise employee awareness on modern slavery through training and communications</p>	<p>See section on employee training on next page.</p>
<p>Continue to operate a whistleblowing policy and independent reporting hotline and protocol for dealing with any incidents of modern slavery</p>	<p>We have a whistleblowing policy and procedure and operate a confidential whistleblowing hotline which is accessible from our website. We encourage our colleagues, customers and suppliers to speak up if they have any concerns without any risk of detriment. Our whistleblowing hotline is available to all internal and external stakeholders including colleagues, customers and suppliers. The Audit & Risk Committee receives quarterly updates on issues raised via our whistleblowing procedures, including our reporting hotline.</p>
<p>Engage and work with brand partners and suppliers to understand and address modern slavery risks</p>	<p>Our Human Rights and Modern Slavery Policy Position Statement (which is refreshed from time to time) sets out our commitment to ensure any incidents of modern slavery or human rights violations are dealt with in a sensitive way that protects victims, in line with relevant local law or guidance. Unseen has reviewed our procedures for handling potential incidents of modern slavery, including our approach to escalation and remediation, and can provide support and advice in the event of any suspected cases of modern slavery in our operations or supply chain.</p>
<p>Engage and work with brand partners and suppliers to understand and address modern slavery risks</p>	<p>See previous page for details on our new Supplier Code of Conduct. We plan to further review and update our approach to supplier engagement as part of our ESG strategy review during 2026.</p> <p>In previous years, we have engaged with some key suppliers and asked them to complete our ESG supplier questionnaire which includes a section on human rights risk assessment and due diligence. We have also incorporated ESG requirements into our standard terms and conditions for some suppliers in Germany and the USA. These vary by market but include requirements for suppliers to identify ESG risks (including human rights risks).</p>

Effectiveness of measures

There were no incidents of modern slavery reported to us in 2025 (2024: no incidents reported).

EMPLOYEE TRAINING

We run training to raise employee awareness of modern slavery risks, how to identify potential warning signs and how to report any concerns.

In the UK, we have a modern slavery e-learning module for all new colleagues to raise awareness of modern slavery risks.

We work with Unseen to provide more in-depth training on modern slavery for colleagues in the UK. This has included a training refresher session in 2026 for the UK HR team, and a more in-depth modern slavery training session in 2024 for colleagues in key functions including HR, Compliance, Legal, and Operations.

Our ESG and Sustainability team undertakes regular training and monitors regulatory and best practice requirements in relation to modern slavery.

OUR FUTURE PLANS

During 2026 we will review our approach to modern slavery and human rights as part of the update of our ESG and Sustainability strategy. We will also continue to monitor and prepare for regulation and legislation in markets in which we operate, including the Corporate Sustainability Due Diligence Directive in the EU.

ABOUT THIS STATEMENT

Scope of this statement

This statement covers our activities for our financial year 2025 (1 January to 31 December 2025).

ENTITIES COVERED BY THIS STATEMENT

For 2025, the following UK entities were in scope of the UK regulatory requirement to publish an annual modern slavery transparency statement, as part of EG Group Limited:

- Cooplands & Son (Scarborough) Limited.
- Egspresso Limited

Transparency statement approval

This statement has been approved by the Board of EG Group on 20 May 2026.

Signed by:

Russell Colaco
CEO

Date: 20 May 2026