

MODERN SLAVERY STATEMENT AND POLICY**POLICY STATEMENT**

At EG On The Move, we are committed to delivering world-class convenience retail whilst improving the lives of others and delivering a positive impact on society.

We seek to act ethically and with integrity in all our business dealings and relationships and to implement effective systems and controls to ensure modern slavery is not taking place anywhere in our business or in any of our supply chains.

We recognise that all businesses must be alert to risks of modern slavery and labour exploitation in the workplace and we are committed to taking a proactive approach to identify and mitigate risks.

This statement has been approved by the Director of EG On The Move Limited in accordance with Section 54 of the Modern Slavery Act 2015.

A handwritten signature in black ink, appearing to read 'Zuber Issa', written in a cursive style.

Zuber Issa
CEO

24th June 2026

1. INTRODUCTION

EG On The Move Limited whose registered office is at Waterside Head Office, Haslingden Road, Guide, Blackburn, Lancashire, England, BB1 2FA confirms that it meets the £36 million turnover threshold under Section 54 of the Modern Slavery Act 2015 and is therefore required to publish an annual modern slavery statement.

This statement applies to EG On The Move Limited (14960308), our associated entities including EG On The Move 2 Limited (05952225) and EG Retail Services Limited (13920167), together with any subsidiaries and businesses acquired during the reporting period, including those operating in international jurisdictions (together referred to as “EG On The Move”, “our” or “we”).

This document sets out our Modern Slavery statement and policy and commitment to preventing slavery and human trafficking in our business and supply chains, and to ensuring that our operations are conducted ethically and responsibly.

We have developed and implemented a Modern Slavery Policy, which reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

Our Modern Slavery Policy is aligned with the principles and standards of the United Nations Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the UK Modern Slavery Act 2015.

The policy sets out our expectations and requirements for our suppliers and service providers, as well as our due diligence and risk assessment processes, our reporting and monitoring mechanisms, and our training and awareness-raising initiatives.

Our Modern Slavery Policy is reviewed annually and updated as necessary to reflect changes in legislation, best practice, and our business activities. The policy is communicated to all our staff and relevant stakeholders.

2. OUR BUSINESS AND SUPPLY CHAINS

EG On The Move is a Fuel Convenience and Food retailer employing over 4,000 staff in the UK, with an expanding international footprint through acquisitions and organic growth.

Procurement is primarily managed from the UK. However, given the significance of fuel as a major cost category, certain fuel procurement activities, including contract price negotiations, are supported by leadership based in Europe.

This policy applies across all jurisdictions in which EG On The Move operates, supplemented by local policies where required to meet regulatory obligations.

For Resale:

We work with retail brand partners to deliver products and services to our customers across Grocery & Merchandise, Foodservice and Fuel. We aim to work with trusted brand partners that are well recognised globally or in their local markets and that have well-established Environmental, Social & Governance (ESG) policies and programs, including due diligence on human rights and modern slavery.

Good and Services Not for Resale:

We also 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.

3. SCOPE

The policy applies to all our employees, directors, officers, contractors, consultants, agents, and anyone else acting on our behalf.

The policy is available on our website and intranet and we endeavour to incorporate modern slavery obligations into our contracts and agreements with our suppliers and service providers.

4. GOVERNANCE & ACCOUNTABILITY

Responsibility for implementation and oversight of this policy sits with the Executive Leadership Team, with day-to-day accountability delegated to the Chief People Officer and Legal Director. The Senior Leadership retains ultimate oversight.

5. OUR DUE DILIGENCE AND RISK ASSESSMENT

We have conducted a risk assessment of our business and supply chains, taking into account:

- the sectors and markets in which we operate.
- risks or increased risks arising from international expansion, acquisitions and the integration of legacy practices within newly acquired businesses.
- factors such as the nature, location, and complexity of our operations, the sectors and markets we operate in, and the types and sources of our suppliers and service providers.
- we have identified the following areas as potentially high-risk for modern slavery and human trafficking:
 - The procurement of hardware and software from countries or regions where labour standards and human rights are not adequately enforced or protected, such as China, India, and Southeast Asia.
 - The outsourcing of some of our business functions to third-party service providers who may employ migrant workers, temporary staff, or subcontractors, who may be vulnerable to exploitation, abuse, or coercion.
 - Employment of staff, and the potential to provide fraudulent Right to Work documentation.
 - Suppliers of EG On The Move branded items in higher risk sectors – this includes suppliers of EGOTM staff uniforms, electric vehicle (EV) charging equipment and EG On The Move branded electronic goods for resale.
 - Direct use of Labour providers to provide temporary staff at our sites. Our standard policy excludes the use of Agency Labour.
 - Indirect use of labour providers to provide services to us, such as cleaning, logistics, construction, maintenance and site refurbishment.
 - Note that we have automated car washes on our forecourts at some locations, and also jet washes that are operated by our customers. We recognise that there are higher risks of modern slavery in the car wash sector, but these apply to attended hand car washes (of which we currently have one on our of our sites)
- we have implemented a due diligence process for our suppliers and service providers, which includes the following steps:
 - Requesting and reviewing information and documentation on their policies, procedures, and practices relating to modern slavery and human trafficking, such as codes of conduct, audit reports, certifications, and training records.

- Evaluating and verifying their compliance with our Modern Slavery Policy and the UK Modern Slavery Act 2015, as well as with any applicable laws and regulations in their countries or regions of operation.
- Conducting site visits and audits, either by ourselves or by independent third-party auditors, to assess their working conditions, labour standards, and human rights performance.
- Requiring them to report any incidents or allegations of modern slavery and human trafficking in their business or supply chains, and to take appropriate remedial actions.
- Terminating or suspending our relationship with them if they fail to comply with our Modern Slavery Policy or the UK Modern Slavery Act 2015, or if they are found to be involved in any form of modern slavery and/or human trafficking.
- Supplier code of conduct requiring suppliers to confirm that they prohibit the use of forced, compulsory, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery, servitude or trafficking of persons and unlawful child labour.

6. CONTROLS IN PLACE

- Code of Conduct is communicated at onboarding and regularly through the employee life cycle.
- Thorough Right To Work checking prior to recruitment, and ongoing monitoring of expiring visa documentation.
- We are committed to ethical and socially responsible conduct in the workplace. We seek to comply with all employment legislation.
- Supplier Code of Conduct required to be signed at onboarding and updated and re-communicated where necessary.
- Supplier Due Diligence ESG Questionnaire for high value supplies and Ethical Audit Questionnaire for higher risk sectors.
- Published Whistleblowing Policy which gives employees, suppliers, customers and members of the public a confidential and anonymous access to report cases.
- Publicised Policies available to all staff, including; Modern Slavery, Whistleblowing, Dignity at Work, Anti-Bribery & Corruption.

7. ACQUISITIONS & INTERNATIONAL EXPANSION

As part of our ongoing growth strategy, EG On The Move has undertaken and continues to pursue acquisitions both within the UK and internationally. We recognise that these activities may introduce additional risks in respect of labour practices, supply chain transparency and compliance with local legislation.

We have therefore embedded modern slavery considerations into our acquisition due diligence and post-acquisition integration processes.

Our enhanced approach includes:

- Pre-acquisition risk assessment of labour practices and supply chains where feasible.
- Post-acquisition integration of policies, controls and reporting mechanisms.
- Review of inherited supplier bases to ensure alignment with our standards.

Integration reviews are conducted on acquired businesses to assess alignment with EG On The Move policies, including employment practices and third-party supplier arrangements.

Where suppliers are inherited through acquisitions, risk-based reviews are undertaken and higher-risk suppliers are prioritised for enhanced due diligence, remediation or exit where required.

8. SUPPLIER CERTIFICATION, PROCUREMENT AND CONTRACTS

EGOTM require all current suppliers to confirm their compliance with our Supplier Code of Conduct, or in the case of large corporate suppliers and franchisors, their own equivalent standard code.

Our policy is for new suppliers with an annual spend of over £250,000 to complete our ESG questionnaire which contains a section on human rights risk assessments, due diligence and compliance. Our additional ethical audit questionnaire should be used for suppliers identified as “higher risk” (as defined in “Risks We Have Identified” section below).

When negotiating supply contracts our lawyers are instructed to request modern slavery provisions, ideally comprising an obligation on the supplier to (i) comply with all ESG Regulations; (ii) respect human rights and protect the fundamental rights of workers by complying with the Ethical Trading Initiative (ETI) Base Code (<https://www.ethicaltrade.org>); and (iii) immediately report to us any breach or suspected breach of the ETI Base Code across our own operations and supply chain.

9. OUR REPORTING AND MONITORING

We have established a reporting and monitoring system to measure and evaluate our progress and performance in preventing and combating modern slavery and human trafficking in our business.. The system includes the following elements:

- Reporting and disclosing our activities, achievements, and challenges in relation to modern slavery and human trafficking, both internally and externally, such as through our annual Modern Slavery Statement, , our website, and our stakeholder engagement.
- Seeking and obtaining feedback and input from our staff, such as through surveys, interviews, consultations, and complaints mechanisms.
- Conducting regular reviews and evaluations of our Modern Slavery Policy and our and making improvements and adjustments as necessary.
- Including right to work checks as part of our ongoing site audit requirements.

10. OUR TRAINING AND AWARENESS RAISING

We have developed and delivered a training and awareness-raising program to educate and inform our staff about the risks and impacts of modern slavery and human trafficking, and the roles and responsibilities of each party in preventing and combating them. The program includes the following components:

- Providing mandatory online training courses on our Modern Slavery Policy and the UK Modern Slavery Act 2015 to all our staff, directors, officers, and requiring them to complete an assessment and sign a declaration of compliance.
- Encouraging and supporting our staff, and other relevant stakeholders to report any suspicions or concerns of modern slavery and human trafficking in our business or supply chains and providing them with clear and confidential channels and procedures to do so, such as a dedicated hotline, email address, or online form.
- Training requirements are extended to employees of newly acquired businesses as part of the integration process, with priority given to higher-risk roles and geographies.

CONCLUSION

We recognise that modern slavery risks evolve as our business grows and expands into new markets. We are committed to continuously strengthening our systems, controls and oversight, particularly in the context of acquisitions and international expansion, to ensure that we uphold the highest standards of ethical and responsible conduct across all operations.

Date of Amendment	Reason	Version	By
April 2025	1 st Issue	V1	DW
May 2026	2 nd Issue - Annual Review	V2	DW