

EXELBY SERVICES LTD: MODERN SLAVERY STATEMENT FOR THE FINANCIAL YEAR 2025

OUR BUSINESS

Exelby Services Ltd operate five truck stops, retail forecourts and service areas, employing over 80 people in the North of England. We provide bunker refuelling services across our network of sites to most of the major fuelcard providers in the UK. Our forecourts operate under a fuel supply and branding agreement with Royal Dutch Shell and our retail stores operate under the Londis retail brand.

OUR COMMITMENT

Our company has created this Modern Slavery Statement pursuant to section 54 of The Modern Slavery Act 2015. Exelby Services is committed to take the necessary steps to ensure that modern slavery and human trafficking does not take place within our business or supply chain.

Exelby Services Ltd and its directors will not support or deal with any suppliers or businesses who are knowingly involved in practices such as slavery and/or human trafficking.

OUR SUPPLY CHAIN

Where possible, we try to work with suppliers who also operate their own Modern Slavery Act commitments. In doing so we have the confidence in using such suppliers does not contribute to modern slavery or human trafficking within the UK. Where suppliers do not hold such policies, we take out all due diligence in our supplier procurement to ensure we work with trusted partners who operate to a high set of standards with sound ethical policies.

OUR POLICIES

We operate a number of policies to help make sure we are abiding by the Modern Slavery Act 2015, outlined below:

- **Anti Bribery Commitment:** This outlines our zero-tolerance policy on how we carry out our business operations fairly, honestly and transparently.
- **Policy of Equal Opportunity:** We are committed to eliminating discrimination and encouraging diversity amongst our workforce. Our aim is that each employee feels respected and is valued based upon their skills, performance and commitment.
- **Code of Conduct:** This policy explains the manner in which we behave as an organisation and how we expect our employees to act.
- **Bullying & Harassment Policy:** The Company will not accept bullying nor harassment in the workplace. Everyone should be treated with dignity and respect at work. This policy is designed to prevent bullying and harassment and to deal with any cases that occur.

- Whistleblowing Policy: All organisations face the risk of things going wrong or of unknowingly harbouring malpractice. The Company believes it has a duty to identify such situations and take the appropriate measures to remedy them. By encouraging a culture of openness within our organisation the Company believes it can help prevent malpractice.

DUE DILIGENCE

The company and its directors assess each supply chain partner in all aspects of their business to ensure we have confidence there are no infringements against the Modern Slavery Act.

TRAINING

We train key policy makers and people in influential roles within the business of the standards and risks associated with the Modern Slavery Act and how that affects their decision making and supply chain management.

AREAS OF RISK

We can identify that the highest risks against the modern slavery act lie with our supply chain partners with regards to the supply of goods and services to our business, who may be at risk of involvement in human slavery, trafficking and/or any other form of exploitation. To mitigate against this, a review of our due diligence against all existing and potential supply chain partners will be completed. Where there are any concerns, we will take the appropriate measures to ensure compliance with the Modern Slavery Act.

REVIEW

This statement will be reviewed annually and published on our website.

APPROVED



Rob Exelby
Managing Director
Exelby Services Ltd

1st September 2025