



# Modern Slavery Statement - 2024

World Kinect Corporation, its affiliates and subsidiaries (collectively, “WK”, “World Kinect”) are committed to respecting the rights and dignity of all people and to operating in accordance with applicable modern slavery laws. These include but are not limited to, the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 (Cth) and Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (“the Canadian Act”), (collectively, “Modern Slavery Laws”), as well as with other key global initiatives, such as the United Nations (“UN”) Universal Declaration of Human Rights and the UN Global Compact.

Our Code of Conduct, Human Rights Statement, and other relevant WK policies are designed to prevent modern slavery and human rights abuse in our operations and supply chains. Given WK’s global approach to ethics and compliance, and further to the requirements of certain applicable Modern Slavery Laws, we issue a single statement (“Modern Slavery Statement”) that covers our broader operations and applicable affiliated entities.<sup>1</sup>

WK is a publicly traded (NYSE:WKC) global energy management company headquartered in Miami, Florida, with subsidiaries and affiliates operating around the world, that is principally involved in providing energy procurement and related products and services to commercial and industrial customers in the aviation, land, and marine transportation industries. We offer a broad suite of energy advisory, management and fulfillment services as well as sustainability products and services across the energy product spectrum. An area of focus continues to be the energy transition to lower carbon alternatives and we offer customers access to sustainably sourced energy as well as mechanisms to compensate for residual emissions in the near term.<sup>2</sup>

Given the nature of our business, our supply chains are interconnected with a variety of industries, such as technology, energy generation, fuel distribution, transportation logistics, and professional services. As a result, we have adopted a number of policies and procedures designed to enable us to achieve our goal of having no modern slavery in our own operations or supply chains.

We are guided by the human rights principles of the UN Global Compact, to which WK is a signatory, and our employees are required to conduct business in accordance with the WK Code of Conduct, which outlines in detail the high standards of ethics and integrity that we expect from our employees and our business partners. In line with these resources and the Modern Slavery Laws, we are working to improve our understanding of the specific risks modern slavery could pose to our operations and supply chains and educating our employees on how to identify and mitigate such risk to ensure our business remains free of modern slavery.

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<sup>1</sup>Relevant WK subsidiaries in scope for Modern Slavery Laws’ disclosure requirements are as follows: World Fuel Services Europe, Ltd, World Fuel Services Aviation Limited, WFL (UK) Limited, Henty Oil Limited, Falmouth Petroleum Limited, World Fuel Services (Australia) Pty Ltd, Kinect Energy Pty Limited, Hava Pty Ltd, and World Fuel Services Canada ULC.

<sup>2</sup>For more information regarding our business activities please see <https://www.world-kinect.com/>

As part of our global ethics and compliance programme, which is overseen and enforced by our Legal Department, we have implemented numerous policies and procedures designed to identify, respond to, and prevent unethical and illegal activities, including modern slavery. These include, but are not limited to:

- **WK Code of Conduct:** The WK Code of Conduct makes clear to all employees, contractors, and agents the actions and behaviour expected of them when representing WK. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating domestically and overseas, as well as when managing our global supply chain. Our Code of Conduct notes explicitly that we do not tolerate human rights abuses including child labour, forced labour and/or human trafficking.

Our Code of Conduct is available in multiple languages at: <https://www.world-kinect.com/about-us/ethics-and-compliance>

- **WK Business Partner Code of Conduct:** The WK Business Partner Code of Conduct affirms to all suppliers, contractors and agents, as well as any employees, subcontractors, and agents working on their behalf, that we require them to comply with both the letter and the spirit of all applicable laws and regulations. The WK Business Partner Code of Conduct requires that business partners conduct their activities in a manner that complies with applicable Modern Slavery Laws, including, but not limited to: refusing to use forced or child labour, refusing to tolerate discrimination, harassment, abuse, or retaliation in their work place; and providing wages, benefits, and working hours that meet or exceed the applicable legal standards and regulations.

Our Business Partner Code of Conduct is available in multiple languages at: <https://www.world-kinect.com/about-us/ethics-and-compliance>

- **Additional Policies and Procedures:** We have developed additional policies focused on human rights, worker safety, and compliance with employment regulations. These include, for example, the WK Human Rights Policy and our Health, Safety and Environment (“HSE”) Principles, which embody our commitment toward maintaining operations free of human rights abuse.

In addition, we maintain a full complement of employment-related policies and procedures to help comply with local employment regulations in the many countries where we operate. Such policies and procedures are implemented through our Human Resources, Legal, HSE, and other key departments, in compliance with internal protocols.

Certain key policies and programme materials are available publicly at: <https://www.world-kinect.com/>

- **Employee Education and Training:** We require all our employees to attend ethics and compliance training, both at the point of joining the company and then at additional points throughout their career. Such trainings are monitored, and attendance recorded for future auditing purposes. Our Code of Conduct and our compliance trainings direct employees to contact the Legal Department immediately if they suspect any violations of our Code of Conduct, such as human rights abuse in our operations or the operations of a business partner.

We have taken additional steps toward our commitment to maintain the highest ethical standards. For example, we have created internal resources specifically informing our employees on the risks of modern slavery, such as our key policies and statements, access to modern slavery trainings, and other guidance materials. We will continue to look for additional opportunities to train key personnel to identify ways modern slavery might enter our supply chains.

- **Compliance Hotline & Whistleblower Protections:** We encourage all our employees, customers, and other business partners to report any concerns that they may have to their supervisors, lead business contact or directly to our Legal Department. We have procedures to protect those who report their concerns, and we maintain a compliance hotline that can be accessed free of charge by telephone or online, 24 hours a day, 7 days a week. The hotline, which allows for anonymous disclosures, is managed by an independent third-party company.

We make our hotline available to all stakeholders online at: [compliance.world-kinect.com](https://compliance.world-kinect.com).

- **Risk Assessments and Business Engagement:** We have assessed the risk of certain of our activities and those of our suppliers as regards to modern slavery, considering, for example, our differing lines of business, hiring practices, supplier vetting, geography of operation, and risk mitigation efforts described in our Modern Slavery Statement. Note that much of our physical fuel supply work is completed through transactions with large multinational energy companies that often have well-established human rights programmes operating in highly regulated environments, and many of our other service offerings, such as sustainability consulting and flight planning services are completed by our own employees overseen by professionals in our Human Resources Department.
- **Third Party Due Diligence:** We will refuse to do business with or discontinue ongoing business with any partner that fails to meet our ethical standards. In addition to our Business Partner Code of Conduct we undertake risk-based due diligence when considering new partners and monitor existing partner relationships. Depending on the activities of a business partner, their location, and any other specific risks identified, we may require additional information or confirmations related specifically to our commitment to prevent modern slavery in our supply chain.
- **Contractual Requirements:** In addition to other measures such as our Business Partner Code of Conduct, and depending on relative risk and specific circumstances, we may include clauses related to compliance with applicable labour laws, employment regulations, and anti-modern slavery efforts.
- **Assessing Effectiveness:** Our approach to managing the risk of modern slavery forms part of our broader efforts to respect human rights and we are always striving to improve our approach. In 2024 we undertook a number of activities to better understand potential human rights risk. These included targeted country assessments and training sessions for those doing business in high-risk environments.

This Modern Slavery Statement is issued with regard to our actions and activities during the financial year ending 31st December 2024.<sup>3</sup>

In accordance with the requirements of the Canadian Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Canadian Act, for the reporting year listed above.



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Michael J. Kasbar  
Chief Executive Officer  
Signed on behalf of World Kinect Corporation  
I have the authority to bind World Kinect Corporation

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<sup>3</sup>The Sustainability and Corporate Responsibility Committee of the Board of Directors of World Kinect Corporation and the Boards of Directors of World Fuel Services Europe, Ltd., World Fuel Services Aviation Limited, WFL (UK) Limited, Henty Oil Limited, Falmouth Petroleum Limited, World Fuel Services (Australia) Pty Ltd, Kinect Energy Pty Limited, Hava Pty Ltd, and World Fuel Services Canada ULC have each provided their approval of this 2024 Modern Slavery Statement.