



## **ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **INTRODUCTION FROM THE BOARD**

We are committed to improving our practices to combat slavery and human trafficking.

### **ORGANISATION STRUCTURE**

We are a refiner of crude oil into petroleum products. We are a part of the Essar group of companies (Group), and our ultimate parent company is Essar Global Fund Limited. Essar Global Fund Limited is a company incorporated in the Cayman Islands. Essar Oil (UK) Limited operates only in the United Kingdom.

### **OUR BUSINESS**

Our business operates the Stanlow Oil Refinery at Ellesmere Port, Cheshire, importing crude oil, refining it into a number of different finished products and then distributing. As well as the operational team, there is a significant support and administrative function.

### **OUR SUPPLY CHAINS**

Our supply chains include obtaining crude oil from a number of parties. In addition, we work with contractors who supply engineers or consultants for our projects.

### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business and in so far as is possible to requiring our suppliers hold similar ethos. We have introduced appropriate provisions in our own standard terms of business with our suppliers and we have published our Anti –Slavery and Human Trafficking Policy and impressed upon our suppliers the need to have their own policies on modern slavery and human trafficking in place and to monitor their own supply chain. Where issues are identified our aim is to work with our supplier to help them to eradicate the problem but if that is not possible then we will cease to trade with that supplier.

### **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

We have in place an anonymous whistle blowers line, for those who highlight to us any risk of slavery or human trafficking within our business.

## ACTIONS TAKEN

The company will:

- maintain clear policies and procedures preventing exploitation and human trafficking;
- maintain a whistleblowing service and follow up on all incidents reported;
- provide awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking;
- consider the principle risks we face in relation to slavery and human trafficking, such as business partners, supply chains, outsourced services, cleaning and catering suppliers, recruitment and manage those risks in line with our risk management procedures;
- audit our supply chains;
- continue to take action to embed a zero tolerance policy towards modern slavery.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2022.

Signed by:



Position: CHIEF OPERATING OFFICER.

Date: 07-04-2021.