Birmingham Fuels Oils
Modern Slavery and Human Trafficking Policy
Effective Date: 01 January 2025
Review Date: 01 January 2026
Approved by: Dean Cattermole

1. **Policy Statement**

Birmingham Fuel Oils is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chains. We fully support the principles of the Modern Slavery Act 2015 and are dedicated to acting ethically and with integrity in all our operations.

We recognise that modern slavery is a growing global issue, and we take our responsibility seriously to ensure that our business, and the businesses we work with, are free from forced labour, human trafficking, and exploitation.

2. **Scope of Policy**

This policy applies to all employees, contractors, suppliers, and any other parties working on behalf of Birmingham Fuel Oils.

3. **Our Business**

Birmingham Fuel Oils is a fuel distribution company based in the West Midlands, supplying commercial and domestic customers with heating oil, red diesel, and other fuel products. Our supply chains include UK-based and international fuel suppliers, transport services, and various operational support services.

4. **Our Commitments**

We will:

- Maintain a zero-tolerance approach to modern slavery.
- Conduct due diligence on suppliers and contractors where appropriate.
- Require suppliers to confirm compliance with anti-slavery laws.
- Train relevant employees on identifying and addressing signs of modern slavery.
- Encourage staff and suppliers to report concerns confidentially.
- Take immediate action if modern slavery is suspected or identified.

5. **Supplier Code of Conduct**

We expect all suppliers and partners to:

- Comply with the Modern Slavery Act 2015 and equivalent legislation.
- Not use forced, bonded, or involuntary labour.
- Ensure fair and lawful working conditions and wages.
- Allow workers freedom of movement and the right to terminate employment.
- Where we believe a supplier is not meeting these standards, we reserve the right to terminate the relationship.

6. **Due Diligence and Risk Management**

We regularly review our supply chains and procurement processes. Risk assessments are carried out for new suppliers and periodically for existing suppliers based on their location, industry, and practices.

7. **Training**

Employees involved in procurement, operations, or supplier management are provided with guidance on modern slavery risks and how to raise concerns.

8. **Reporting Concerns**

Any concerns regarding modern slavery should be reported to a manager or director. All reports will be taken seriously and treated confidentially. Reports can also be made anonymously if preferred.

9. **Review**

This policy will be reviewed annually and updated as necessary to reflect changes in legislation, business practices, or supply chain risks.

Signed:

Dean Cattermole

Managing Director
Date: 01 January 2025