

# Statement under the UK Modern Slavery Act

## Overview

Moove Lubricants Ltd is committed to protecting our employees, partners and the Company from illegal or damaging actions by individuals or groups, either knowingly or unknowingly. Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them. We expect the same high standards from all of our contractors, suppliers and other business partners.

## Purpose

Moove Lubricants Ltd is a lubricants Company. With sustainability at its core, the Company work alongside customers and supply partners to identify and deliver measurable efficiency savings and long-term solutions.

Moove Lubricants Ltd has its head office in the UK, with subsidiaries in UK, France, Spain, Portugal Netherlands, Romania, and Argentina.

## Our Supply Chain

Our supply chain includes the manufacturing and distribution of oil and lubricants nationally and internationally.

## Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed 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 supply chains. Our relevant policies which reflect our values include our Equal Opportunities Policy.

## Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk –

- Where viable, we run our own sites to ensure optimum control of the work environment;
- We limit the geographical scope of our own sites to ensure optimum supervision of the use of our properties;
- Where possible we build long standing relationships with suppliers and customers and make clear our expectations of business behaviour and standards;
- With regards to national or international supply chains, where we have contact with other companies we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain.

- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

### **Supplier Adherence to Our Values**

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and our contractors to comply with our values.

The Company's Directors are responsible for compliance in their respective departments and for monitoring their supplier relationships.

### **Our Policies on Slavery and Human Trafficking**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff as necessary. All Directors have been briefed on the subject.

### **Our Effectiveness in Combating Slavery and Human Trafficking**

To achieve a strong commitment with the Modern Slavery act 2015 and measure our effectiveness with in combating slavery and human trafficking, Moove Lubricants Ltd has engaged internally and with its stakeholders on the following actions:

- Ensuring all employees are paid at least the minimum wage applicable within their relevant country of operation;
- Ensuring our recruitment methods for employees cover the right to work in the UK, where applicable;
- Using systems and monitoring processes including time and attendance to confirm that all overtime is paid accordingly with relevant law and compliance with working hours.
- Requesting that all suppliers, contractors and sub-contractors provide us with their policies against modern slavery
- Performing audit and vetting processes towards our suppliers, contractors and sub-contractors.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year.

This Anti-slavery and Human Trafficking Statement will be reviewed at least annually and revised as necessary to reflect changes to the business activities and any changes to legislation. This Statement will be accessible to all employees electronically via our website and can be obtained from the HR department upon request.

Signed: The signature block shows the text "Signed:" followed by a DocuSigned signature box. Inside the box, it says "DocuSigned by:" above a handwritten signature "Filipe Affonso Ferreira" and a long alphanumeric string "36BCD5F926BB45A..." below it.

Date:

Filipe Affonso Ferreira  
CEO