



Modern Slavery Act 2015

SLAVERY AND HUMAN TRAFFICKING

GROUP STATEMENT – Y/E 31 DECEMBER 2019

OUR BUSINESS AND STRUCTURE

EG Group Limited¹ (“EG Group”) is the parent company of a number of companies operating under the “EG” brand around the World. Funds managed by the private equity firm TDR Capital LLP (TDR), on the one hand, and the two brothers Mohsin Issa and Zuber Issa, on the other hand, together own of the beneficial interest in EG Group.

EG Group is one of the World’s leading *independent* fuel station and convenience retailer, with a diversified portfolio of sites across nine countries covering Europe, North America and Australia. We operate over 5,000 sites globally all of which accommodate a convenience retail outlet (i.e. fuels stations with ancillary forecourts offerings and food to go outlets.). The business has made a significant commitment to delivering a modern consumer retail offer which exceeds expectations and creates a true ‘one stop’ retail destination to satisfy multiple consumer missions. As part of our strategy to deliver profitable growth, EG Group partners with premium brands across our product and service offerings. On the fuel side, we partner with prominent fuel brands such as Esso, BP, Shell and Texaco. In convenience retail, we have cultivated relationships with well-known retail and grocery brands, while our food to go partners include globally recognized brands such as Starbucks, Burger King and Subway.

For further information on EG Group, please refer to: <http://www.eurogarages.com/>. That website is the portal for the Group and all our trading subsidiaries in the UK.

Not all our subsidiaries and holding companies publish on the website and they do not have their own website either. Accordingly, we will provide a copy of this statement in writing to anyone who asks for one within 30 days.

KEY EXECUTIVES

Our Group leadership team is made up of the following:

Name	Title
Zuber Issa	Group Co-Chief Executive Officer (CEO)
Mohsin Issa	Group Co-Chief Executive Officer (CEO)
Imraan Patel	Group General Counsel & Company Secretary

¹ EG Group was previously named Intervias Group Limited and changed its name on 1 September 2017.



Michael Hughes	Group Chief Financial Officer (CFO)
Ilyas Munshi	Group Commercial Director

OUR SUPPLY CHAINS

Our procurement activities take place from our Group HQ in Blackburn (UK), with support from our satellite offices in, France, Italy, Germany, the Netherlands, the USA and Australia.

The contractors and suppliers for the Groups UK business are predominantly UK based. We expect our brand partners, organisations from whom we procure products and services, and other companies we engage with to ensure their goods, materials and labour related supply chains are:

- fully compliant with the Modern Slavery Act 2015;
- transparent, accountable and auditable; and
- free from ethical ambiguities.

Individuals with evidence of non-compliance with the Modern Slavery Act in connection with our supply chains are encouraged to follow the reporting procedure outlined within our Whistleblowing Policy.

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or in any of our supply chains.

Our Anti-Slavery Policy reflects our commitment 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 in our supply chains. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, contractors, external consultants, third-party representatives and business partners.

DUE DILIGENCE FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we undertake due diligence when taking on new suppliers and regularly review existing suppliers. This includes:

- identify and assess potential risk areas in our supply chains;
- mitigate the risk of slavery and human trafficking occurring in our supply chains;
- monitor potential risk areas in our supply chains;
- protect whistle blowers;



- mapping the supply chain to assess particular risks of modern slavery and human trafficking; and
- ensuring that all internal processes are being adhered to for example ensuring that personnel have a Right to Work in the UK.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain comply with our values and ethics we have in place a supply chain compliance programme consisting of representatives and involvement from, but not limited to, the following departments:

- Legal
- Finance
- Operations
- Human Resources

TRAINING

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 those of our staff involved in buying decisions. We also require our business partners to provide training to their staff, suppliers and providers. We continue to use the Modern Slavery Act 2015 as an opportunity to embed greater understanding of human rights within our supply chains, and to extend this awareness as far down our supply chain as possible.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

Steps taken by EG since 1 January 2018

EG understands that it has a responsibility to continue to assess and mitigate the risk of modern slavery in the long term. Following a review of the effectiveness of the steps we took last year to ensure no slavery or human trafficking were in our supply chains, we intend to continue the following steps to combat slavery and human trafficking:

(A) Management responsibility and general awareness

We do and will continue to:

- report progress to our Leadership Team and the board of directors of our Group.
- circulate the statement to employees to raise awareness.
- notify organisations in our partnership and other companies that we regularly engage with of the statement.



We will also prepare the statement on an annual basis.

(B) Risk assessment

We will:

- Hold annual reviews to assess compliance with the anti-slavery provisions.
- Insert anti-slavery and human trafficking provisions into contracts with suppliers and subcontractors where possible.
- Take the reasonably necessary steps to ensure our suppliers are complying with our policy.
- Review our risk assessment methodology.
- Investigate modern slavery risks and put in place corrective actions in response to these risks in the business.

(C) Risk mitigation

We will:

- Report obligations, including reporting breaches and actions we have taken to ensure there is no slavery or human trafficking in our business.
- Provide additional training to our employees if the need is identified.

This statement is a 'group statement' covering all of our relevant subsidiaries and holding companies, a list of all those legal entities is listed below:

Entity Name	Date of Incorporation (if after 1 January 2019)
EG Midco Limited	
EG Midco 1 Limited	
EG Group Limited	
EG AsiaPac Limited	
EG Finco Limited	
EG (Shared Services) Limited	

Euro Garages Limited	
Wycliffe Moore Limited	
Wolfson Trago Limited	
The Orchard Group Limited	
Three Oaks Investments Limited	
Three Elms Investments Limited	
Urban Origin Limited	
Gb3 Limited	
EG Global Finance Plc	20 March 2019

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year beginning 1 January 2019 and ending on 31 December 2019. However, it contains additional post-31 December 2019 information since we believe that does not affect the validity of the statement.



Zuber Issa
Co-Group CEO
Director, EG Group Ltd

Date: 11/02/2020



Mohsin Issa
Co-Group CEO
Director, EG Group Limited

Date: 11/02/2020