

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

Radius Payment Solutions Limited and its UK group companies (**Radius Group**) are proud of the steps that have been taken to combat slavery and human trafficking in all parts of our business and our supply chains. At Radius Group we are committed to maintaining high standards of slavery and human trafficking policies and procedures in order to identify and ultimately prevent such unethical practices in our business and our supply chain in the future.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (**Act**) and constitutes Radius Group's slavery and human trafficking statement for the financial year ended 31 March 2021 (**Year**).

THE RADIUS GROUP STRUCTURE

Radius Group is a global business services provider, providing a market leading range of services to the small and medium fleet sectors. We have more than 1700 employees in 27 offices across 18 countries.

Further information on Radius Group is available at <http://www.radiuspaymentsolutions.com/>.

THE RADIUS GROUP BUSINESS

Radius Group has five divisions:

- **FUEL:** Radius Fuel Solutions provides fuel payment cards for vehicle fleets. Offering its own branded cards, cards from oil companies and white-label solutions, it provides services to over a million card users globally.
- **TELEMATICS:** Radius Telematics provides user friendly software that tracks assets worldwide. Products range from simple positional trackers to complex multi camera systems and fully connected devices that pull data from a vehicle's electronic management system.
- **TELECOMS:** Radius Connect provides mobile, fixed and a range of hosted Voice over Internet Protocol (VoIP) communications solutions to companies of all sizes.
- **INSURANCE:** Radius Insurance Solutions offers bespoke policies for business assets and vehicle fleets.
- **ELECTRIC VEHICLES:** Radius Electric Vehicles is focused on e-mobility through the provision of charging units for either business or home use and access to charging networks using cards or mobile payment mechanisms.

THE RADIUS GROUP SUPPLY CHAINS

At Radius Group we expect our commercial partners and suppliers to be fully compliant with the Act and that they procure products via their own supply chains from compliant and ethical businesses.

The vast majority of the products and services purchased by Radius Group in relation to our principal business divisions are sourced from major commercial partners and do not originate from countries where modern forms of slavery are prominent.

We are working to ensure our direct supplier spend is with suppliers based in countries considered to have low prevalence of slavery, according to the Global Slavery Index - [Maps | Global Slavery Index](#)

THE RADIUS GROUP'S COMMITMENT TO ANTI SLAVERY AND HUMAN TRAFFICKING

At Radius Group we are committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business.

The responsibility for ensuring Radius Group has suitable policies in place to identify and prevent slavery and human trafficking ultimately rests with the Board. The responsibility for complying with such policies rests with the directors of each business unit.

We actively support our employees raising concerns if they believe there is anything unethical or illegal taking place whether in our business or in our supply chains.

THE RADIUS GROUP PROCEDURES

As part of our initiative to identify and mitigate risk, there are programmes in place to ensure that each business within the Radius Group:

- identifies and assesses potential risk areas in the supply chain;
- mitigates the risk of slavery and human trafficking occurring in the supply chain;
- periodically monitors potential risk areas in the supply chain; and
- protects any whistle blowers.

Internal policies include our Employee Handbook that sets out the core values and principles that underpin how Radius Group operates. The Employee Handbook is reviewed annually.

In 2021, we updated our Whistleblowing Policy that outlines the process of escalating, investigating, and resolving illegal and improper conduct. Employees can raise concerns without fear of repercussions, and anonymously if they choose. This policy is expected to be implemented in Q4 2021/Q1 2022.

SUPPLIER ADHERENCE TO THE RADIUS GROUP'S VALUES

It is important to us that all those involved in our supply chain adhere to our values. To ensure this adherence, we have a supply chain compliance programme that involves monitoring our supply chain. This includes, but is not limited to, representatives from legal, finance, HR and each business division.

In the event that the supply chain compliance programme highlighted above identifies that a supplier does not have suitable controls in place to prevent slavery and human trafficking the following options may be put forward to the Board for consideration:

- working with such supplier to implement improvements to the supply chain to ensure that Radius Group's ethical principles are being upheld; or
- considering whether Radius Group should continue to work with such supplier; or
- considering whether the relevant authorities should be notified of the issues.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, our directors and employees are provided with training and updates on best practice in the area throughout the course of the Year.

DUE DILIGENCE AND RISK ASSESSMENT

Radius Group is committed to conducting business in a lawful and responsible manner, including engaging with suppliers who uphold the same standards.

We are developing an approach for working with new and existing suppliers to assess and manage the risk of modern slavery. The risk assessment will also involve completing a desk-based research of the geographical location of our suppliers, allocating risk rating based on publicly available third-party data and reviewing our suppliers' policies and processes to ensure compliance with the Act.

We will continue to review and strengthen our approach to human rights issues, including modern slavery, across our business and our supply chains.

This statement covers Radius Payment Solutions Limited and its UK group companies that are required to provide a statement under the Act and these are:

- Radius Payment Solutions Topco Limited
- Radius Payment Solutions Midco Limited
- Radius Payment Solutions Bidco Limited
- Diesel Card International Limited
- European Diesel Card Limited
- UK Fuels Limited

This statement was approved by the Boards of Radius Payment Solutions Limited and the aforementioned companies, and signed by:



WILLIAM STANLEY HOLMES

Chief Executive Officer

28 September 2021