

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

Radius Payment Solutions Limited and its UK group companies (**Radius Group**) are committed to combatting any risk of slavery and human trafficking in all parts of our business and our supply chains. At Radius Group we are committed to having appropriate policies and procedures in order to identify and ultimately prevent unethical practices in our business and our supply chains.

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 2022 (**Year**).

THE RADIUS GROUP STRUCTURE

Radius Group is a global business that provides market leading range of mobility, connectivity and technology related products and services to businesses of all sizes. We currently have more than 2,300 employees in 51 offices across 18 countries.

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

THE RADIUS GROUP BUSINESS

Radius Group has six 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 innovative solutions to our fleet, plant and other customers, including using our telematics solutions to improve driver safety and reduce the risk of accidents, stolen vehicles and false third-party claims.
- **EV CHARGING:** Radius EV Charging support our customers in the move from internal combustion engine (ICE) vehicles to hybrid and full electric vehicles. Charging units are provided for both business and home use, with access to charging networks using our REV cards or mobile payment mechanisms.
- **VEHICLE SOLUTIONS:** Radius Vehicle Solutions offers customers access to a wide range of vehicles from all major manufacturers. The rental and leasing solutions can be tailored to specific business needs of the customer and are managed in an easy-to-use platform.

THE RADIUS GROUP SUPPLY CHAINS

Through our long-standing relationships with industry leaders across the world, we have built a wealth of knowledge when it comes to advancements of mobility, connectivity, or technology. We partner with leading energy companies, vehicle manufacturers, insurers and telecoms providers to bring state-of-the-art solutions for our customers. At Radius Group we expect our commercial

partners and suppliers to be fully compliant with the Act and that they procure their products and services from compliant and ethical businesses, who understand their obligations under the Act and meet those obligations.

The vast majority of the products and services purchased by Radius Group, are sourced from major commercial partners who are compliant with the Act.

We are working to ensure our direct supplier spend is predominantly 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 of directors (**Board**) and the executive leadership team. The responsibility for complying with such policies rests with the executive team of each business unit.

During the Year, we established a group risk committee and an ESG committee. A key responsibility of the committees is the oversight of the group's risks, which includes the risk of modern slavery.

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 division 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.

During the Year, we updated our Anti-Bribery and Corruption, Anti-Money Laundering and Whistleblowing policies that outline the process of escalating, investigating, and resolving illegal and improper conduct. Employees can raise concerns without fear of repercussions, and anonymously if they choose. Training on these policies is mandatory and provided to all employees.

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 throughout the course of the Year. All new employees are made aware of our policies and training is provided as a compulsory part of the induction process.

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 involve a range of due diligence and 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. Our assessment will focus on the business operations of our key suppliers. Where their operations are deemed unsatisfactory, we shall suggest improvements and if necessary, offer support in implementing them.

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

In compliance with the Act, this statement was approved by the Board of Radius Payment Solutions Limited and each of the aforementioned companies, and signed by:

A handwritten signature in black ink, appearing to read 'W. Stanley Holmes', with a horizontal line extending to the right.

WILLIAM STANLEY HOLMES
Chief Executive Officer
15 September 2022