

Modern Slavery Statement

The logo for 'moto' is centered within a white circle. The word 'moto' is written in a lowercase, sans-serif font. The 'o' is a light blue color, and there is a small orange smile-like shape under the 'o'.

moto

About Us

Moto* is the UK's largest Motorway Service Area ("**MSA**") business, serving more than 120 million visitors every year across 61 UK sites. Moto provides a wide range of services for motorists including parking, fuel, and electric vehicle ("**EV**") charging, hot food and drink, shower facilities and toilets. Its sites are open 24 hours a day, 365 days a year and host over 300 branded restaurants, shops and forecourts with partner brands including Marks & Spencer, Pret A Manger, Greggs, Costa Coffee, Burger King, WH Smith, KFC and BP. Moto is the leading provider of ultra-rapid EV charging points across the UK motorway network. Where power availability & other considerations allow, Moto has ambitions to go above and beyond the Government target of six ultra-rapid chargers at each motorway site by 2023. At many sites, this has already been achieved.

Our Purpose is to "*Brighten People's Journeys Through Life*". Our values help us shape the winning culture that we are aspiring to achieve. Values help hold us all responsible for ensuring that every decision we make is in line with the values that we have collectively created. Our values affect every aspect of what we do, not only for our colleagues but also for our customers.

Moto is owned by Universities Superannuation Scheme, in partnership with CVC Capital Partners.

Our Supply Chains

At Moto, we largely operate on a franchise model basis in relation to the partner brands listed above (apart from BP) and work closely with them. In addition, we also have many smaller suppliers and wholesalers supplying us with a range of goods and services ranging from utilities, IT, construction, cleaning, parking and maintenance services to the toys, books and magazines sold in our MSAs.

Our Approach to Modern Slavery

Moto is committed to its values of "*Do The Right Thing*" and "*Set the Bar High*", amongst others, and acting ethically and with integrity in all its business relationships, including in its dealings with its supply chain.

Moto operates a zero-tolerance approach towards any form of slavery, servitude, human trafficking or forced labour (collectively termed "**Modern Slavery**").

We work every day to create the right conditions for our colleagues and others with whom we work, to flourish and achieve their full potential.

Policies

- Our **Supplier Code of Conduct** enables us to ensure that all our third-party suppliers adhere to our standards, including with respect to Modern Slavery;
- Our **Whistleblowing Policy** enables all colleagues to raise concerns about business practices or the supply chain, including in relation to Modern Slavery, without fear of reprisals;
- Our **Anti-Bribery and Corruption Policy** enables all colleagues to raise concerns about any suspected bribery or corruption, including that which could be linked to Modern Slavery;
- Our **Environmental, Social and Governance Policy** recognises that our colleagues are at the heart of our business and that their wellbeing is paramount;
- Our **Asylum and Immigration Policy** enables us to ensure that leaders responsible for recruiting and employing colleagues are aware of the Right to Work checks and practices to be carried out to ensure compliance with applicable laws and regulations, including with respect to Modern Slavery; and
- Our **Modern Slavery Policy** enables all colleagues to properly understand what Modern Slavery is, what our key risk areas are, and how to identify and report any instances of Modern Slavery.

Due Diligence and Risk Assessment/Procedures

Suppliers

- For nominated suppliers, we refer to compliance with our Supplier Code of Conduct as a pre-requisite in our documentation at Request for Quotation stage;
- All our precedent supplier contracts contain:
 - (a) an anti-slavery clause which we endeavour to ensure flows down through all layers of our supply chain and prohibits suppliers and their employees from engaging in slavery or human trafficking; and
 - (b) an audit clause which allows us to monitor the supplier's compliance with Modern Slavery laws, amongst other things; and
- We endeavour to ensure all contracts with our suppliers (when not working off our own precedents) contain an anti-slavery clause which prohibits suppliers and

their employees from engaging in slavery or human trafficking and an audit clause which allows us to monitor the supplier's compliance with modern slavery laws, amongst other things.

Our Colleagues

- We complete a Right to Work check for all new hires to confirm the identity of the worker and to verify their right to work in the UK;
- Colleagues are issued with a written contract of employment that complies with all applicable employment laws including regarding wages, benefits, working hours, minimum wage levels and no unauthorised deductions;
- Our contracts of employment contain reasonable notice provisions to allow our colleagues to terminate their employment with us, should they wish to do so;
- Colleagues are paid by bank transfer to their nominated bank accounts, thus minimising the risk of Modern Slavery;
- We salary benchmark against like-for-like roles within our industry; and
- Colleagues are free to join trade unions and Moto regularly engages with USDAW when agreeing pay levels and terms of employment.

Wellbeing at Moto

- We aim to create a culture of wellbeing by educating and supporting colleagues, as well as creating an environment where they feel safe and valued;
- We provide Wellbeing Champion Training to leaders and nominated colleagues covering financial, physical, mental, and social wellbeing;
- We encourage leaders to meet regularly with their teams not only to review their performance but to also build trust and support their wellbeing;
- Our Whistleblowing Policy encourages colleagues to "Speak Up" if they have concerns, including in relation to Modern Slavery;
- We conduct an annual "Have Your Say" survey to gauge colleague happiness levels across the business and act based on the feedback to create a winning culture and great place to work; and
- We regularly review occupational health and safety risks to try and minimise work-related risks that could lead to mental or physical injury or ill-health.

Performance Indicators

We use the following key performance indicators to measure how effective we have been to ensure that Modern Slavery is not occurring in any part of our business or supply chains:

- 100% of colleagues have records to confirm that they have the Right to Work in the UK;

- 100% of nominated suppliers have agreed to comply with our Supplier Code of Conduct (or equivalent terms); and
- Accurate records to confirm that no whistleblowing reports have been received indicating Modern Slavery practices.

Training

Our colleagues complete a range of e-learning modules as part of their onboarding when they join the business. This includes training on how to conduct Right to Work in the UK checks, training on Safety, Health and Wellbeing and Diversity and Inclusion. This training instils in our colleagues the values of diversity, equity, and inclusion, condemns harassment and discrimination, and provides guidance around a multitude of ethics and compliance issues.

Ongoing Development

In 2023/4, we will build on this by:

- Continuing our supply-chain mapping to determine the location of suppliers and their risk profiles in terms of supplying high-risk products and/or services. This will include introducing a contract management database to ensure we have complete visibility over our supplier base;
- Encouraging our larger suppliers to become members of the Supplier Ethical Data Exchange and tracking rates of membership ("**SEDEX**");
- Endeavouring to include a "Modern Slavery" and a "right to audit" clause in contracts with our suppliers to enhance risk control and mitigation;
- Delivering relevant colleague training on Modern Slavery risks as part of a wider Code of Business Conduct programme; and
- Reviewing the potential for our colleagues to receive additional guidance on spotting signs of Modern Slavery externally (as they are uniquely positioned to do this through their dealings with the public at MSAs).

Notes:

This statement is published in accordance with section 54(1) of the Modern Slavery Act 2015. It sets out the actions that Moto Hospitality Limited has taken during the financial year ended 28 December 2022 to identify and prevent modern slavery risks in our business and supply chains.

This statement was approved by the Operating Board of Moto Hospitality Limited on 4 July 2023 on behalf of all Moto Group Companies.

DocuSigned by:
Kennedy McMeikan
5521074024E74A5...

Kennedy McMeikan
CEO

*Moto Group Companies include Everest UK Topco Limited, Everest UK Bidco Limited, Moto Finance PLC, Moto States PLC, Moto Ventures Limited, Moto Investments Limited, and Moto Hospitality Limited. Moto Hospitality Limited is the only operating company within the Group.