



Modern Slavery Statement - 2023

World Kinect Corporation, its affiliates and subsidiaries (collectively, “WK”, “World Kinect”) are committed to respecting the rights and dignity of all people and to operating in accordance with applicable anti-modern slavery laws. These include but are not limited to, the UK Modern Slavery Act 2015, the Australian Modern Slavery Act 2018 (Cth) and Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (“the Canadian Act”), (collectively, “Modern Slavery Laws”), as well as with other key global initiatives, such as the United Nations (“UN”) Universal Declaration of Human Rights and the UN Global Compact.

Our Code of Conduct, Human Rights Statement, and other relevant WK policies are designed to prevent modern slavery in our operations and supply chains, including, but not limited to, slavery, forced or compulsory labour, child labour, human trafficking, and/or human rights abuses. Given WK’s global approach to ethics and compliance, and further to the requirements of certain applicable Modern Slavery Laws, we have opted to issue a single statement (“Modern Slavery Statement”) that covers our broader operations and applicable affiliated entities.¹

WK is a publicly traded (NYSE:WKC) global energy management company headquartered in Miami, Florida, with subsidiaries and affiliates operating around the world, and is principally involved in providing energy procurement and related products and services to commercial and industrial customers in the aviation, land, and marine transportation industries. We offer a broad suite of energy advisory, management and fulfillment services, digital and other technology solutions, as well as sustainability products and services across the energy product spectrum. This includes energy advisory services, sustainability and renewable energy solutions, as well as supply fulfillment for natural gas and power. An area of focus continues to be the energy transition to lower carbon alternatives and we offer customers access to sustainably sourced energy as well as mechanisms to compensate for residual emissions in the near term.²

Given the nature of our business, our supply chains are interconnected with a variety of industries, such as technology, energy generation, fuel distribution, transportation logistics, and professional services. As a result, we have adopted a number of policies and procedures designed to enable us to achieve our goal of having no modern slavery in our own operations or supply chains.

¹Relevant WK subsidiaries in scope for the Modern Slavery Laws’ disclosure requirements are as follows: World Fuel Services Europe, Ltd, World Fuel Services Aviation Limited, WFL (UK) Limited, Henty Oil Limited, Falmouth Petroleum Limited, World Fuel Services (Australia) Pty Ltd, Kinect Energy Pty Limited, Hava Pty Ltd, and World Fuel Services Canada ULC.

²For more information regarding our business activities, please see our most recent annual report and other relevant corporate filings at <https://ir.world-kinect.com/financials/quarterly-results>

We are guided by the human rights principles of the UN Global Compact, to which WK is a signatory, and our employees are required to conduct business in accordance with the WK Code of Conduct, which outlines in detail the high standards of ethics and integrity that we expect from our employees and our business partners. In line with these resources and the Modern Slavery Laws, we are working to improve our understanding of the specific risks modern slavery could pose to our operations and supply chains and educating our employees on how to identify and mitigate such risk to ensure our business remains free of modern slavery.

As part of our global ethics and compliance program, which is overseen and enforced by our Legal Department, we have implemented numerous policies and procedures designed to identify, respond to, and prevent unethical and illegal activities, including modern slavery. These include, but are not limited to:

- **WK Code of Conduct:** The WK Code of Conduct makes clear to all employees, contractors, and agents the actions and behaviour expected of them when representing WK. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating domestically and overseas, as well as when managing our global supply chain. Our Code of Conduct notes explicitly that we do not tolerate, and will not do business with partners that we know tolerate, human rights abuses including child labour, forced labour and/or human trafficking.

Our Code of Conduct is available in multiple languages at: <https://ir.world-kinect.com/corporate-governance/governance-documents>

- **WK Business Partner Code of Conduct:** The WK Business Partner Code of Conduct affirms to all suppliers, contractors and agents, as well as any employees, subcontractors, and agents working on their behalf, that we require them to comply with both the letter and the spirit of all applicable laws and regulations and to act ethically at all times when doing work for us. Among other key requirements, the WK Business Partner Code of Conduct requires that our business partners conduct their activities in a manner that complies with applicable Modern Slavery Laws, including, but not limited to: refusing to use forced or child labour, refusing to tolerate discrimination, harassment, abuse, or retaliation in their work place; and providing wages, benefits, and working hours that meet or exceed the applicable legal standards and regulations.

Our Business Partner Code of Conduct is available in multiple languages at: <https://ir.world-kinect.com/corporate-governance/governance-documents>

- **Additional Policies and Procedures:** We have developed additional policies focused on human rights, worker safety, and compliance with employment regulations. These include, for example, the WK Human Rights Policy and our Health, Safety and Environment (“HSE”) Principles, which embody our commitment toward maintaining operations free of human rights abuses; working with those business partners that comply with applicable employment laws and safety regulations and sustaining a diverse, inclusive, and safe work environment for our own employees.

In addition, we maintain a full complement of employment-related policies and procedures to help comply with local employment regulations in the many countries where we operate. Such policies and procedures are implemented through our Human Resources, Legal, HSE, and other key departments, in compliance with internal protocols.

Certain key policies and program materials are available publicly at: <https://ir.worldkinect.com/>

- **Employee Education and Training:** We require all our employees to attend ethics and compliance training, both at the point of joining the company and then at additional points throughout their career. Such trainings are monitored, and attendance recorded for future auditing purposes. Our Code of Conduct and our compliance trainings direct employees to contact the Legal Department immediately if they suspect any violations of our Code of Conduct, such as human rights abuses in our operations or the operations of any partner.

We have taken additional steps toward our commitment to maintain the highest ethical standards. For example, we have created internal resources specifically informing our employees on the risks of modern slavery, such as our key policies and statements, access to modern slavery trainings, and other guidance materials. We will continue to look for additional opportunities to train key personnel to identify ways modern slavery might enter our supply chains.

- **Compliance Hotline & Whistleblower Protections:** We encourage all our employees, customers, and other business partners to report any concerns that they may have to their supervisors, lead business contact, and/or directly to our Legal Department. We have procedures to protect those who report their concerns, and we maintain a compliance hotline that can be accessed free of charge by telephone or online, 24 hours a day, 7 days a week. The hotline, which allows for anonymous disclosures, is managed by an independent third-party company. All reports, including those related to modern slavery, will be reviewed and acted upon as appropriate by our Legal Department.

We make our hotline available to all stakeholders online in multiple languages at: www.wfscompliance.com

- **Risk Assessments and Business Engagement:** We have assessed the risk of certain of our activities and those of our suppliers as regards to modern slavery, considering, for example, our differing lines of business, hiring practices, supplier vetting, geography of operation, and risk mitigation efforts described in our Modern Slavery Statement. Key stakeholders, such as members of our Legal Department and compliance team, engage with key business segments and leadership across our operations, with the goal of better understanding current and planned business activities, their potential legal implications, and supply chain risks, including potential risk of modern slavery.

Note that much of our physical fuel supply work is completed through transactions with large multinational energy companies that often have well-established human rights programmes operating in highly regulated environments, and many of our other service offerings, such as sustainability consulting and flight planning services are completed by our own employees overseen by professionals in our Human Resources Department.

- **Third Party Due Diligence:** We will refuse to do business with, or discontinue ongoing business with any partner that fails to meet our ethical standards. In addition to our Business Partner Code of Conduct, we undertake risk-based due diligence when considering new partners, including suppliers, as well as when reviewing existing partner relationships. Depending on the activities of a supplier, their location, and/or other specific risks identified, we may require additional information and/or confirmations related specifically to our commitment to prevent modern slavery in our supply chain.
- **Contractual Requirements:** In addition to other measures such as our Business Partner Code of Conduct, and depending on relative risk and specific circumstances, we may require suppliers and other third-party vendors to sign specific anti-modern slavery certifications and/or for their contracts to include clauses specific to their compliance with applicable labour laws, employment regulations, and anti-modern slavery efforts.
- **Assessing Effectiveness:** Our approach to managing the risk of modern slavery forms part of our broader efforts to respect human rights and we are always striving to improve our approach. In 2023 we undertook a number of activities to better understand potential human rights risk. These included targeted country assessments and training sessions for those doing business in high-risk environments.

This Modern Slavery Statement is issued with regard to our actions and activities during the financial year ending 31st December 2023.³

In accordance with the requirements of the Canadian Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Canadian Act, for the reporting year listed above.



Michael J. Kasbar
Chief Executive Officer

Signed on behalf of World Kinect Corporation
I have the authority to bind World Kinect Corporation

³The Sustainability and Corporate Responsibility Committee of the Board of Directors of World Kinect Corporation and the Boards of Directors of World Fuel Services Europe, Ltd., World Fuel Services Aviation Limited, WFL (UK) Limited, Henty Oil Limited, Falmouth Petroleum Limited, World Fuel Services (Australia) Pty Ltd, Kinect Energy Pty Limited, Hava Pty Ltd, and World Fuel Services Canada ULC have each provided their approval of this 2023 Modern Slavery Statement.