



Human Rights Policy

Purpose

As Australia's largest transport fuel supplier and one of its largest convenience retailers, we recognise that we have a role to play in respecting and advancing human rights.

Commitment

- Ampol is committed to conducting its business in a way that respects human rights, including our employees, customers, suppliers and the communities in which we operate.
- Our commitment to respect human rights is based on the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, and our approach is based on the UN Guiding Principles on Business and Human Rights.

This policy is supported by commitments made in our Code of Conduct, Supplier Code of Conduct and other relevant policies.

Focus areas

We are focusing on three areas where respect for human rights is the most critical to the way we operate.

Supply chain	Employees and contractors	Community
Considering human rights and setting minimum expectations as part of sourcing and purchasing decisions	Providing a safe, secure and inclusive work environment free from discrimination, bullying and harassment, together with fair pay and labour conditions	Contributing to the social and economic development of the community in which we operate; working with communities to understand their priorities and concerns

Implementation

In implementing this policy we will:

- Undertake due diligence activities including risk assessments to identify, prevent and mitigate the impact of our operations on human rights including any form of child labour or slavery including forced labour.
- Engage and build relationships with stakeholders to inform and guide our approach.
- Measure and communicate our performance in relation to respecting human rights via our Sustainability Report and an annual Modern Slavery Statement.
- Provide grievance mechanisms through which stakeholders can raise human rights concerns.

Governance and accountability

- Our Policy applies to all employees, contractors and directors of Ampol Limited and its wholly owned subsidiaries as well as those in our operated joint ventures. We will engage with business partners, suppliers and customers on our Human Rights commitments.

- The Board's Safety and Sustainability Committee will oversee the implementation of the Policy and supporting programs. The Ampol Leadership Team is accountable for directing the implementation of the Policy, together with providing oversight of progress, performance and reporting.

Review

The Safety and Sustainability Committee will review this policy, including the focus areas identified, within six months of the second anniversary of its last review and recommend to the Board any amendment to the policy if considered appropriate.

Publication

This charter will be made available on the Ampol website (www.ampol.com.au).

Document change history

Version number	Conducted by	Approved by	Date	Description of changes
1		Board	25/02/2019	
2	Secretariat	Board	14/05/2020	Update references from Caltex to Ampol
3	Sustainability/Legal	Board	20/08/2021	Review period updated