

Diversity & Inclusion Policy

At Ampol, we embrace a strong belief in the advantages of a diverse and inclusive workplace in which individuals of varied backgrounds and perspectives are welcomed, encouraged and given the opportunity to contribute to their full potential.

Ours is a work environment where employees are valued for their distinctive experiences and the strength of their contribution. By diversity, we mean the prevalence of difference in our workplace, including thinking styles, capabilities, education and background, gender, ethnicity, religion, age, sexual orientation, disability, family status and all the other unique differences in our backgrounds that make each of us who we are.

Diversity and inclusion is a key enabler for us to become a highly capable organisation and achieve our vision. Specifically, having a diverse and inclusive workforce will help us to:

- achieve our key success measure of delivering strong shareholder returns through greater innovation, productivity and employee engagement;
- become an employer of choice through attracting, developing and retaining the very best talent and building a diverse talent pipeline;
- be agile and adaptable to respond to changing market conditions;
- better understand our customers through having an employee base that is at least as reflective of the communities in which we operate; and
- create a safe environment for all of our employees to bring their authentic selves to work and treat all of our employees, contractors, consultants, customers, suppliers and other stakeholders fairly and with respect.

Our commitment to diversity and inclusion forms part of a merit-based organisational culture. We seek to create a work environment where people are included and free to achieve their best, without encountering prejudice. We will not tolerate any form of unlawful discrimination, harassment or victimisation of an employee.

We acknowledge the need for our people to combine and balance their career and commitments outside of work, including the importance of caring for children and other family members. We will explore innovative flexible work options to enable our people to achieve this balance.

Diversity and Inclusion Objectives

We will set measurable objectives relating to diversity and inclusion on an annual basis. The way in which achievement is to be measured will be clearly identified and approved by the Ampol Board (Board). We will disclose our achievement against these objectives each year in our Corporate Governance Statement.

Corporate Governance

In accordance with the Board and Committee Charters, the Ampol Nomination Committee will oversee strategies to address Board diversity, including succession planning to maintain an appropriate mix of skills, experience, expertise and diversity on the Board. When reviewing its performance, the Board will give consideration to its gender diversity objectives. Information about the mix of skills and diversity of the Board will be disclosed in our Corporate Governance Statement.

The Ampol Human Resources Committee will:

- review the Ampol diversity and inclusion policy and its effectiveness;
- review the Ampol diversity and inclusion strategy including the measurable objectives for achieving diversity and inclusion policy, and the progress towards achieving the objectives prior to consideration by the Board for disclosure in the annual report; and
- review the respective proportions of women and men on the Board, in senior executive positions, and across the whole organisation.

Ampol Leadership Responsibilities

It is an expectation that our leaders will:

- demonstrate a commitment to diversity and inclusion that is visible and unambiguously aligned with this policy and its related objectives;
- support our people to balance their career commitments outside of work and to promote work flexibility consistent with business success;
- foster individual career development in accordance with our diversity and inclusion objectives, and make decisions on selection and promotion of people on the basis of merit;
- diligently work to create an environment where people demonstrate respect for others and which is free from unlawful discrimination, harassment and bullying; and
- support individuals to quickly and respectfully resolve concerns or complaints that arise in the context of our diversity and inclusion commitments.

Individual Responsibilities

In addition to the responsibilities exercised by leaders, we expect each individual will treat all employees, contractors, consultants, customers, suppliers and other stakeholders fairly and with respect and to prevent or stop unlawful discrimination, harassment and bullying in their workplace.

All employees are encouraged to participate in initiatives that support the achievement of our diversity and inclusion objectives.

Resolving concerns under this policy

We recognise that individuals may become concerned about non-compliance with the obligations set out in this policy. We encourage people to raise any such concerns as they arise to achieve constructive and prompt resolution.

Where an individual is concerned that someone's behaviour is inconsistent with this policy, it may be appropriate that they raise their concerns directly with that person. If the individual feels uncomfortable approaching the person directly, or if the issue cannot be resolved through direct discussion, then the concerned individual should quickly speak about the issue with a relevant manager. If the individual does not feel comfortable talking about their concern with a manager, then they should speak with Human Resources who will act to resolve such issues, respectfully and constructively.

Disclosure and Publication

Information about our diversity and inclusion strategy and objectives will be included in our Corporate Governance Statement.

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

Review of Policy

The Human Resources Committee will review this Policy at least every two (2) years and make recommendations for changes, if considered appropriate, to the Board.

Document change history

Version number	Conducted by	Approved by	Date	Description of changes
1		Board	18/08/2017	
2	Secretariat	Board	14/05/2020	Update references from Caltex to Ampol
3	Human Resources	Board	8/12/2020	Minor language changes