

# Human Rights Policy

## Purpose

As Australia and New Zealand's largest transport fuel supplier and one of the largest convenience retailers in the Australia/New Zealand region, 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 relation to all our Group companies other than Z Energy and its subsidiaries, the Ampol Code of Conduct and Ampol Supplier Code of Conduct;
- in relation to Z Energy and its subsidiaries, the Z Energy Limited Code of Conduct and Z Energy Limited Supplier Code of Conduct; and
- other relevant Group 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 lawful fair pay and labour conditions. | Contributing to the social and economic development of the communities 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 the Ampol Sustainability Report and an annual Ampol Modern Slavery Statement.
- Provide grievance mechanisms through which stakeholders can raise human rights concerns.
- Engage in proactive measures to ensure compliance with labour laws.

## 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 policy will be made available on the Ampol website ([www.ampol.com.au](http://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  |
| 4              | Legal                | Board       | 18/08/2023 | Include reference to proactive compliance and the NZ business. |