



Ampol Representation, Equity and Inclusion Policy

Ampol Limited, its subsidiaries and joint ventures we control (collectively referred to in this document as Ampol) are committed to a culture that connects and empowers our people to contribute to their full potential whilst delivering to our strategy.

We embrace the advantages of diverse representation and inclusive practices in which individuals of varied backgrounds and perspectives are welcomed, encouraged and have equitable access to opportunities.

By representation, we mean the varied characteristics that are represented in our personal and professional communities. This encompasses gender, race, ethnicity, disability, age, sexual orientation, physical capability, family status or carer responsibilities, education, religion, thinking styles and capabilities.

By inclusion, we mean the way our people experience the workplace, and extent to which they feel they can make meaningful contributions towards greater creativity, collaboration and performance, and ultimately increase value for our shareholders.

We recognise that the combination of diverse representation and inclusive work practices are key enablers for us to sustainably deliver on our purpose. We believe:

- That diverse representation is a strength and when our people reflect the diverse communities and customers we serve, we can provide greater connected value.
- That our people thrive when they bring their whole selves to work and can make meaningful contributions in their roles across the business.
- That inclusive leadership is everyone's business, and this begins with leading ourselves.

Our Commitment

We are committed to integrating our representation, equity and inclusion beliefs into policies and practices. This will enable us to:

- identify diverse candidate pools;
- draw on diverse skills and perspectives to make informed and innovative decisions in service of strong shareholder returns;
- 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 people to bring their whole selves to work and treat all people, contractors, consultants, customers, suppliers and other stakeholders fairly and with respect.

Our representation, equity and inclusion commitment is supported by an operating model that incorporates:

1. A clear ambition and underpinning beliefs;
2. Specific focus areas and initiatives to support our ambition;
3. The capability and experience elements to enable our progress; and
4. Robust objectives, data, role accountabilities and benchmarking.

This policy complements other Ampol policies such as our Code of Conduct, Discrimination, Harassment and Bullying Standard, and our Flexible Working Standard.

Representation, Equity and Inclusion Measurable Objectives

We will set measurable objectives relating to representation, equity and inclusion on an annual basis. The way in which progress will be measured will be clearly identified and approved by the Board of Ampol Limited (Board). We will disclose our progress each year in our Corporate Governance Statement.

Roles and Responsibilities

The roles and responsibilities in relation to this policy are as follows:

ROLE	RESPONSIBILITIES
Corporate Governance	<p>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 consider its gender diversity objectives. Information about the mix of skills and diversity of the Board will be disclosed in our Corporate Governance Statement.</p> <p>The Ampol People and Culture Committee will:</p> <ul style="list-style-type: none"> Review the Ampol Representation, Equity and Inclusion Policy and its effectiveness; Review the Ampol Representation, Equity and Inclusion Strategy including the measurable objectives for achieving our Representation, Equity and Inclusion policy, and the progress towards achieving the objectives prior to consideration by the Board for any external disclosures; and Review the respective gender proportions on the Board, in senior executive positions, and across the whole organisation.
People Leaders	<ul style="list-style-type: none"> Demonstrate a commitment to representation, equity and inclusion that is visible and unambiguously aligned with this policy and its related objectives; Support our people to balance their work related and personal commitments; Foster individual career development in accordance with our diversity and inclusion objectives, and make decisions on selection and promotion of people based on merit; Diligently work to create an inclusive team 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.
All Ampol Employees	<ul style="list-style-type: none"> 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.

Disclosure and Publication

Information about our Representation, Equity 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 People and Culture Committee will review this Policy within six months of the second anniversary of its last review and make recommendations for changes, if considered appropriate, to the Board.

Document change history

Comply with the Ampol Controlled Documents Standard when approving updates

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
4	People & Culture	Board	8/12/2022	Updated references to Whistleblower and some minor language changes
5	People & Culture	Board	4/12/2024	Updated