

# Ampol Group Health & Safety Policy

Ampol is committed to providing a psychologically and physically safe and healthy workplace for all its employees, contractors, suppliers and visitors, and aims to operate in a way that will not adversely affect the health and safety of neighbouring communities, customers, or the general public.

Ampol and its officers will, so far as is reasonably practicable, exercise due diligence in relation to health and safety, to:

- **Drive a culture of accountability and ownership** by embedding engaged and visible health and safety leadership, responsibilities, and behaviours into all roles within Ampol.
- **Integrate health and safety into Ampol's decision-making processes and business planning cycle**, setting clear objectives and targets.
- **Identify, assess, and aim to eliminate or otherwise minimise health and safety risks, including psychosocial risks**, that are appropriate to the nature and scale of Ampol's activities, products and services.
- **Allocate adequate and competent resources** to effectively manage Ampol's health and safety risks.
- **Develop, implement, maintain, and continually improve systems, standards and processes** to identify and manage risks effectively.
- **Prepare for, and respond appropriately to, incidents and emergencies**, to mitigate and prevent recurrence.
- **Measure, monitor and govern the progress of Ampol's health and safety performance** to effectively prioritise risks, drive continuous improvement and strive for zero illnesses, injuries and incidents.
- **Report performance transparently** across the organisation and as required to relevant stakeholders.
- **Comply with applicable health and safety laws and regulations**, internal policies and standards, and all other relevant requirements incumbent upon Ampol.
- **Ensure that employees and contractors are provided with the necessary information, instruction, training, and supervision** to protect all persons from risks to their health and safety.
- **Provide employees and contractors with work environments and conditions as well as appropriately maintained protective apparel, equipment, tools, systems, and facilities** to undertake their role and responsibilities safely.
- **Consult and support employees, contractors, customers, neighbours**, and other relevant stakeholders, to be able to notify Ampol of concerns and incidents, and contribute meaningfully to decisions and actions affecting their health, safety, and welfare.
- **Be good stewards of our products** by providing information, advice and support for responsible use and care throughout their lifecycle.

## Publication

This charter 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	23/08/2019	
2	Secretariat	Board	14/05/2020	Update references from Caltex to Ampol
3	Group Audit & Risk	Board	20/08/2021	Biennial review
4	Group Audit & Risk	Board	18/08/2023	Biennial review
5	Group Audit & Risk	Board	18/08/2025	Biennial Review