

2022 Sustainability Performance

"The integration of our financial and non-financial reporting underlines our commitment to transparency and to ongoing improvement across our key sustainability measures."





Our commitment to sustainability

In executing our corporate strategy and delivering on our purpose, we recognise that we need to take a responsible and long-term view to deliver enduring value for our customers, shareholders, employees, and the communities in which we operate.

Our approach involves making sustainability part of decision-making at all levels in our business, and in a way that balances environmental, social and governance considerations with our broader strategic objectives.

We consider and align our approach with recognised practices and standards and feedback from our stakeholders on material issues. We continually develop, improve and work to implement policies and plans to drive progress on our commitments. Key policies and plans include Ampol's:

- Climate Change Position Statement
- Supplier Code of Conduct
- Diversity and Inclusion Policy
- Human Rights Policy
- Reconciliation Action Plan

These documents can be found at www.ampol.com.au

Sustainability Performance – Our commitment to sustainability continued

Our approach to sustainability performance

Our sustainability performance covers the year 1 January 2022 to 31 December 2022, with the exception of energy and Scope 1, 2 and 3 emissions data which covers the reporting period 1 July 2021 to 30 June 2022, and covers Australian operations only. Our 2022 sustainability performance reporting is focused on our operations in Australia and Singapore and following the acquisition of Z Energy during 2022, it covers New Zealand operations where identified. We will look to further integrate Ampol and Z Energy’s sustainability performance reporting in the coming year. Z Energy’s sustainability performance can also be found in their Annual Report for the nine months to 31 December 2022, available at the end of February 2023.

In addition to our sustainability performance reporting within our 2022 Annual Report, please also refer to our [2022 Sustainability Datasheet and Appendix](#) which contains:

- Performance metrics
- Global Reporting Initiative (GRI) Standards index
- United Nations Sustainable Development Goals reporting

Our sustainability performance reporting is aimed at improving transparency of our most material risks and explaining how we manage these risks and operate responsibly. We prepare our reporting with reference to GRI standards to provide shareholders with comparable information relating to sustainability performance. We are also committed to align our disclosures with other widely accepted standards, such as the Task Force on Climate-related Financial Disclosures (TCFD) and will be releasing a Climate Report aligned to this in 2023. To provide confidence in our sustainability data, we again engaged KPMG to provide limited assurance over selected datasets, including safety, emissions data and performance. KPMG’s Assurance Statement is included at the rear of our sustainability performance section within this 2022 Annual Report.



Sustainability governance

We believe that adopting a high standard of corporate governance is essential to sustaining long-term performance and value creation. Each year we prepare a Sustainability Plan that supports the delivery of our Sustainability Strategy. Our Plan outlines targets and initiatives to be implemented during the year, as well as metrics to measure ongoing performance.

The governance structure we have in place to support the delivery of our Sustainability Strategy is summarised below.

Ampol Board	Responsible for corporate governance policies and risk management, including those relevant to sustainability. Approves policies for publication on the Ampol website, key sustainability initiatives and disclosures. Approves Ampol’s Sustainability Strategy.
Board Safety and Sustainability Committee	Oversees and monitors the effectiveness of Ampol’s Sustainability Strategy and annual Sustainability Plan, as well as sustainability reporting requirements and the management of key social and environmental sustainability risks.
Board Human Resources Committee	Assists the Board to fulfil its corporate governance responsibilities in relation to Ampol’s remuneration framework, incentive plans, succession planning, cultural health and engagement as well as Diversity and Inclusion policy and strategy.
Ampol Leadership Team	Approves the annual Sustainability Plan and monitors progress of the Sustainability Strategy on a quarterly basis.

Issue-specific management committees

Strategic Risk Committee	Chaired by the CEO and comprising the Ampol Leadership Team, the Committee provides oversight of strategic risks including climate change. Climate-related focus areas for the Committee include risk management, integration into business systems and processes, disclosures and monitoring of external and emerging issues.
Decarbonisation Project Review Board	Chaired by the Group CFO and comprising a sub-set of the Ampol Leadership Team, this group provides oversight on Ampol’s decarbonisation programs, including capital allocation, emissions forecasting, and delivery against public commitments.
Ampol Foundation Committee	The Committee is the primary decision-making body governing community investment decisions and activities executed through the Ampol Foundation.
Diversity and Inclusion Council	Provides stewardship of our Diversity and Inclusion Strategy with senior leadership representatives from across Ampol. Chaired by the Executive sponsor for Diversity and Inclusion, the Executive General Manager (EGM) Fuel Supply Chain.
Wellbeing Council	Provides oversight over our enterprise-wide approach to our Wellbeing Strategy and delivery of key priorities consisting of senior representation across the business, with Executive sponsorship from the EGM, People and Culture.
Reconciliation Action Plan (RAP) Working Group	Promotes the RAP and its efforts towards reconciliation. Instigates and influences the delivery of initiatives aligned with the RAP commitments through operational business activity.
Sustainability function	Works across the business to coordinate and support delivery of the Sustainability Strategy.

Industry collaboration

To better inform our decision making, we participate in several industry forums to contribute to policy dialogue and development. This participation allows us to share ideas and experiences with our peers, and to help us identify strategies to pursue opportunities and address the challenges our industry faces. We also participate in many cross-industry associations and other business forums, including:

- Australian Association of Convenience Stores
- Australasian Convenience and Petroleum Marketers Association
- Australian Climate Leaders Coalition
- Australian Hydrogen Council
- Australian Industry Greenhouse Network
- Australian Industry Group
- Australian Institute of Petroleum
- Business Council of Australia
- Carbon Market Institute
- Clean Energy Council
- Electric Vehicle Council
- Gas Energy Australia
- Global Compact Network Australia
- New Zealand Climate Leaders Coalition
- Sustainable Business Council (New Zealand)
- Sustainable Business Network (New Zealand)

Investor engagement on sustainability

We routinely engage with our investors on our sustainability performance with meetings attended by our MD and CEO as well as members of the Ampol Leadership Team. Engagement sessions provide us with the opportunity to seek feedback on our future business plans as well as update investors on our Future Energy and Decarbonisation strategies and our broader sustainability agenda.

Our focus areas in 2022 included:

- Continuing to showcase Ampol as having the capabilities necessary to deliver low carbon energy solutions for our customers now and into the future;
- Updates on the delivery of our future energy projects, including our 'test and learn' approach;
- Accessing sustainability-linked debt financing;
- The management of climate-related risk through in-house climate scenario modelling and the deployment of a shadow carbon price into our capital planning and investment decision making;
- How we are tracking on our operational (Scope 1 and 2) carbon emissions reduction targets;
- Our safety, environmental and community performance and the management of modern slavery risks in our supply chain;
- Our participation and role in an equitable energy transition and our plans for retaining staff as consumption of oil products declines in the longer term.

2022 Sustainability Performance

In our 2021 Sustainability Report we set annual public commitments to support the delivery of our Sustainability Strategy. We prepared a corresponding program of work to support the achievement of these commitments, with progress overseen by the Ampol Leadership Team and the Board's Safety and Sustainability Committee.

In 2022 we have made good progress against the 14 commitments we set ourselves in 2021, some of which are medium-term in nature, and therefore progress is ongoing.

 7 commitments delivered
  6 commitments in progress
  1 commitment delayed

The one initiative that has been delayed is the release of further climate disclosures aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework. We committed to release these disclosures in fourth quarter 2022, and while this work is significantly progressed, we will now be releasing these disclosures during 2023.



Ampol 2022 ESG rating performance

	'AA' rating, increasing from an 'A' rating in 2021
	Average ESG risk management score (47.2) ¹
	3/5
	Governance 2/10 ² Environment 3/10 Social 2/10
	'Comprehensive' ASX200 Sustainability Reporting

1. Sustainalytics ESG Risk Management Rating is categorised across three levels: Strong (100–50), Average (50–25) and Weak (25–0).

2. For ISS rating scores, 1 represents the highest score possible.

Sustainability Performance – Our commitment to sustainability continued

2023 – 2025 Sustainability Strategy

In 2022, we refreshed our Sustainability Strategy to align more closely to our purpose and corporate strategy, and to cover all the geographies that we operate in, including Z Energy. We have set principles that will guide our approach to sustainability, and our refreshed strategy will build on strong foundations and the commitments and targets we have already set.

Our vision

Powering positive environmentally and socially sustainable outcomes in the communities in which we operate.

Our principles

Authenticity

Honest and caring action that delivers genuine outcomes for our stakeholders



Leadership

Demonstrating leadership that is aligned with our broader strategy and purpose



Equity

Supporting key sectors of the communities that we operate in



Visibility

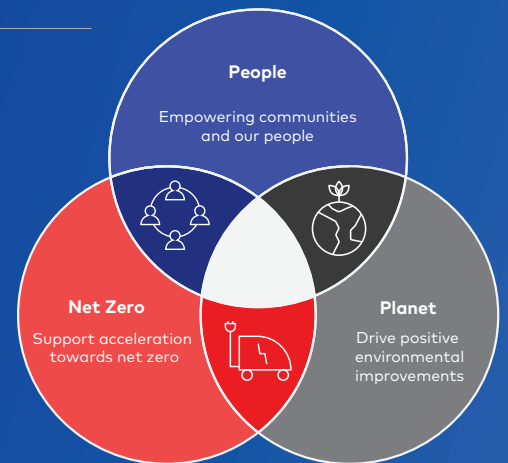
High quality and transparent communication and engagement with our stakeholders



Our sustainability pillars

We aim to leverage our scale and unique capabilities to progress across three sustainability pillars – People, Planet and Net Zero:

- **People** – Empowering communities and our people
- **Planet** – Drive positive environmental improvements
- **Net Zero** – Support acceleration towards net zero



Our focus areas

Under these three pillars we have identified five focus areas and set 2030 goals:

Wellbeing and inclusive workplaces

2030 goal

Drive safe, healthy, equitable and inclusive outcomes for our people including upskilling and development for the energy transition



Indigenous partnerships

2030 goal

Contribute to reconciliation where Aboriginal and Torres Strait Islander peoples have equitable participation in Australian society, and where the long heritage and culture of First Australians is respected. Achieve a material uplift in the representation of Māori & Pasifika as part of our workforce in New Zealand



Supporting communities and nature

2030 goal

Have a positive and measurable impact in the communities where we operate and support nature positive outcomes



Circular economy

2030 goal

Collaborate with our value chain partners, government and industry to reduce waste and support the transition to a circular economy



Decarbonisation

2030 goal

Contribute towards our ambition of net zero emissions across our operations by 2040 together with reducing the emissions intensity of the products we sell to customers and within our supply chain








For each focus area, we have identified initiatives out to 2025 to progress our 2030 goals. The commitments we identified for 2023 are on the following page. For further information on our refreshed Sustainability Strategy, including the 2025 commitments we have set, please refer to the Ampol website.

UN Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) seek to address the most significant challenges our world is facing today by 2030. We believe that businesses have an important role to play in helping to progress these goals, and we have identified ten SDGs where we feel the Ampol Group can make the most meaningful contribution. We will continue to track the progress we make against the SDGs in our sustainability performance reporting.



2023 Sustainability commitments

<p>Wellbeing and inclusive workplaces</p> 	<ul style="list-style-type: none"> - Broaden our approach and develop an enterprise-wide Diversity and Inclusion Strategy, encompassing all areas of our business - Deliver mental health first aid training for the Ampol Leadership Team - Develop and implement gender representation targets by business and job family - Implement an employee listening tool to improve engagement with our people - Develop a leadership capability framework supported by the implementation of prioritised capability development
<p>Indigenous Partnerships</p> 	<ul style="list-style-type: none"> - Continued delivery of our Innovate-level Reconciliation Action Plan including delivery of cultural awareness training for the Ampol Leadership Team - Delivery of Te Tiriti and Te Ao Māori training across Z Energy - Increased partnership with TupūToa for Māori and Pasifika internships - Develop our commitment to Te Tiriti/Te Ao Māori
<p>Supporting communities and nature</p> 	<ul style="list-style-type: none"> - Explore B2B partnership opportunities that deliver environmental and social value - Establish environmental and social return on investment metrics to help inform decision-making - Explore an Australian community partnership to deliver biodiversity and nature positive outcomes
<p>Circular economy</p> 	<ul style="list-style-type: none"> - Develop and factor circular economy principles into procurement and contractual processes - Supply chain engagement on circular economy - Develop and deliver circular economy employee awareness and education program - Establish a circular economy data management system
<p>Decarbonisation</p> 	<ul style="list-style-type: none"> - Factor decarbonisation principles into procurement and contractual processes - Supply chain engagement on decarbonisation - Deliver a material uplift to a minimum 180 EV charge points - Release Climate Report aligned with TCFD