

2023 Sustainability Performance – People



People

Empowering communities and our people



2023 Safety performance

Fuels and Infrastructure

Providing a safe and healthy workplace for our employees in all the geographies in which we operate is the first focus for everyone in our business.

We operate in a complex and hazardous industry, so the consequences of not getting it right are significant and we are rigorous in recognising and reducing risk. Pleasingly, in 2023 our Fuels and Infrastructure business saw an improvement in Total Recordable Injury Frequency Rate (TRIFR), reducing by 48%, from 4.2 in 2022, to 2.2 in 2023. We achieved a 33% reduction in recordable injuries, down from 15 in 2022, to 10 in 2023. Additionally, the rate of impacted days away associated with these injuries notably decreased by 62% throughout the year. There were no Category 2 personal injuries in 2023.

There was a focused effort to promote safe work practices and enhance safety awareness across our Fuels and Infrastructure businesses in 2023. We actioned contractor intervention and safety improvement initiatives actively engaging with staff and contractors to strengthen risk mitigation practices. In 2024, we will continue to deliver and implement identified improvement initiatives.

Process safety

In 2023 we recorded two Tier 2 process safety incidents. One incident saw a spill of 400 litres of petrol during a truck loading at Albany Terminal. All product was captured within the tanker truck loading rack and the on-site interceptor catchment pit. The other incident occurred at the Lytton refinery with a release of refining products that resulted in two workers being exposed. Both workers attended hospital for precautionary checks and were later discharged.

Safety improvement initiatives

We have an active program of implementing improvements in our systems and practices to ensure we work safely and during 2023, this program included, amongst many actions, the following interventions and initiatives:

- the implementation of an enhanced risk assessment tool to allow for a more comprehensive evaluation of potential hazards for our Distribution network;
- various safety initiatives, including, within Distribution, campaigns such as awareness of hazardous rail crossings and recognising and acting upon hazardous tanks at customer locations;
- began the implementation of a 'Stop, Think, Act' campaign to ensure our people are well informed and equipped with the necessary knowledge and skills to prioritise their personal safety;
- over 15,000 hours of face-to-face training and more than 5,900 online courses were completed at Lytton refinery by contractors and employees. The training focused on various induction, health, safety and environmental topics;
- updating critical operating procedures including high risk work standards and procedures at Lytton refinery to align with regulation and best practices; and
- the introduction of mental health awareness training for key leaders.

Convenience Retail

Our Australian Convenience Retail's Total Recordable Injury Frequency Rate (TRIFR) remained broadly consistent at 3.8 in 2023 from 3.5 in 2022, and total recordable injuries at 28 in 2023 from 27 in 2022. For the third consecutive year, we have seen no Category 2 personal injuries recorded. Throughout 2023 our focus was on:

- hazard reporting, in response to which we saw an increase of 300 hazards reported in comparison to 2022;
- safety leadership engagement conversations which lifted from 3,801 in 2022 to 5,431 in 2023; and
- increasing our security controls to maintain a safe workplace for our team and to assist in reducing exposure of our team to security events. We saw a 45% reduction in armed hold-up incidents from 2022 and a 10% reduction of break and enters from 2022 to 2023.

Z Energy

In 2023, Z Energy adopted Ampol's safety performance metrics and calculations, and subsequently saw a Total Recordable Injury Frequency Rate (TRIFR) of 3.8 and 14 recordable injuries in 2023.

Process Safety

Z Energy recorded one Tier 2 process safety incident in 2023. The incident involved a spill of 80 litres of petrol inside a truck gantry at Nelson Terminal. All product was contained in the truck bund embankment.

Safety concerns

Perhaps the most significant safety concern for Z Energy over 2023 has been the increasing aggression of some customers towards retail staff. Such abuse has also been observed across other retailers in New Zealand.

Theft at retail service stations, including convenience products instore and fuel, remains a significant issue. During 2023 there were 24,700 cases of fuel 'drive-offs', slightly higher than in the previous year.

Z Energy has invested in a range of initiatives to support the safety of their employees, including extensive training. Z Energy will have further initiatives in 2024 targeted on addressing customer aggression and theft.

Culture and capabilities

Strong cultural health is a high priority, and is critical as Ampol continues to lead through a multi-year energy transition. We are committed to a culture which is bold, nimble, and ambitious with the aim of creating sustainable value for our stakeholders. There has been a lot of progress that has led to sustained high employee engagement in 2023.

As our business evolves, the capabilities and behaviours we need to be successful must also change. Our cultural commitment will allow us to look for new ways that we can improve. So as a first step, we asked our people what capabilities they think we need to deliver on our aspirations now and in the future.

What we heard back helped us evolve our approach to create a leadership framework, based on the following principles:

- one framework for everyone that is simple and works across the Group;
- aligned to our vision and strategy, inclusive of who we are now, whilst also creating the foundations for who we want and need to be in the future;
- anchored to leadership behaviours and attributes everyone needs to demonstrate, so that we can successfully and sustainably deliver on our strategy; and
- sustained focus on technical capabilities where there will continue to be a focus on these in each business area.

Following a successful launch in June 2023, we have made significant progress in embedding the leadership framework into employee experience, including self-assessment tools; self-paced learning; and a formal learning program for our senior leaders (~200) across the Group.

As we increase our pace of transformation, it is critical that we understand how our employees are thinking and feeling and that we use these insights to adapt how we lead and support teams. Following three years of annual engagement surveys, in May 2023 we implemented 'Peakon', our high frequency (e.g. monthly) engagement survey, which has three underlying features:

- holistic measurement of engagement – insights about employee experience, benchmarked from over 160 million unique global surveys all using the same model of engagement with very closely aligned questions;
- intelligent listening – Peakon asks the right question at the right time to the right person (e.g. new to organisation receive different questions to longer tenures); and
- localised and decentralised – each leader of five or more people has a dashboard for their team highlighting strengths, suggested priorities and actions. Every participant has an individual dashboard tracking engagement and comments.

After six months of surveying across the Group, we have observed high engagement at 79% or an employee Net Promoter Score (eNPS) of 40 which places Ampol in the top 25% of companies in Peakon's global benchmark. This has all been achieved with an aggregated participation rate of 71%.

As we look ahead to 2024, we will maintain high engagement by mobilising our people around our strategy, driving greater value through the way we connect, and continuing to engage our people so that they feel included, inspired and valued.



2023 Sustainability Performance – People continued

Employee wellbeing

Our Group wellbeing framework is established with three pillars of physical, mental, and social wellbeing.

Senior leader representatives from across the Group meet bi-monthly as part of a Wellbeing Council to steer the delivery of the Group wellbeing framework. Throughout 2023, we have made progress in supporting wellbeing, including:

- we continued to offer wellbeing days as additional leave benefits each quarter to those who are utilising their leave entitlements appropriately;
- utilising R U OK? Day in Australia, we continued to support employees in connecting with their colleagues and leaning into the important conversation about mental ill health;
- in support of both social and physical mental health we facilitated 103 employees to participate in the March Change, a 31-day fitness challenge where we raised AU\$10,000 for Australia's Cancer Council; and
- delivering mental health first aid awareness training for our Ampol Leadership Team.

Delivering mental health first aid training to the Ampol Leadership Team

To deliver on our mental wellbeing pillar, we committed in 2023 to delivering mental health first aid awareness training for the Ampol Leadership Team. In December, we engaged with a Principal Psychologist at Communicorp to deliver Workplace Psychological Health Essentials training, which was aimed at developing supportive leadership skills, by focusing on a capability uplift in identifying and responding to mental health related issues in the workplace.

Curated specifically for Ampol, the training session brought together the Ampol Leadership Team to acquire the knowledge to learn and practise key skills in recognising early signs of declining mental health. Through this, they learnt to respond appropriately by preparing for, instigating, and participating in conversations about mental health with their team members. As well as equipping them with the necessary skills to model, coach, and promote similar supportive leadership behaviours across Ampol. Following the successful delivery of this, we will expand this training to our key senior leaders across the Group in 2024.

Diversity and inclusion

We are committed to a culture that connects and empowers our people to contribute to their full potential whilst delivering to our strategy.

During 2023 our diversity and inclusion strategy focused on:

- gender – equitable gender representation and pay;
- inclusive work practices – executing and embedding initiatives that drive inclusion; and
- Indigenous partnerships – increasing our understanding, connection and equitable outcomes for the Indigenous cultures where we have large workforces, i.e. Australia and New Zealand.

Throughout 2023, stewardship was held through our Diversity and Inclusion Council to share updates on past and future initiatives and identify opportunities for cross business collaboration.

Gender

Our approach to advancing gender equality in 2023 included a focus on representation, pay equity, and gender inclusive policies and practices.

We are proud to be committed to the representation principle of 40% female/40% male/20% any gender. In 2023, we achieved this target with female representation reaching 42% at an overall level, as well as reaching 40% female representation among our senior leaders. The Ampol Board maintained its female representation at 33%, which is unchanged from 2022.

In addition to representation, we are focused on gender pay equality and managing any gender-based pay differential. Pleasingly, our overall average pay gap has improved to 13.7% (in favour of males). However, a continued focus is required on our gender pay equity position which has held flat when comparing like-for-like roles (-1.3% in favour of males). We continue to strive to be within our targeted range of +/-1% in this space.

We continued to invest in the growth and development of our talent with females representing 53% of all promotions throughout 2023. In addition, 70 female employees participated in the 'Women Rising' leadership development program supported by 12 participants in the 'Male Allies' program which was launched to complement Women Rising.



Z Energy gets New Zealand's GenderTick re-accreditation

New Zealand's GenderTick is a formal accreditation program designed to acknowledge organisations which have successfully demonstrated their compliance and leadership in the gender equality space on an annual basis. In 2023, Z Energy achieved their re-accreditation for the fourth time, through evaluation across key indicators such as including equal pay, leadership representation and a gender inclusive culture. They have also now received the Advanced GenderTick for two consecutive years.

Z Energy wins award for salary transparency

In March 2023, Z Energy won the Supreme Award at the Human Resources Institute of New Zealand (HRNZ) awards ceremony. HRNZ is a professional body for human resources professionals, with their Supreme Award being awarded to an organisation showcasing the greatest level of overall leadership in human resource practices. Z Energy was awarded the Supreme Award for their initiative to help close their gender pay gap. Salary transparency, an innovative KiwiSaver offering to benefit those who work part time or take time off for parental leave, and systematic modelling of their gender pay gap, have helped Z Energy progress their objective to close their pay gap by 2024. Alongside this objective, the initiative will help to achieve more equitable outcomes for women both now and into their retirement.

Inclusive work practices

At Ampol promoting and embedding inclusion is the responsibility of everyone. In 2023, our employee-led network groups or 'Inclusion Action Networks' helped to advance this focus, with committed advocates leading on important issues such as gender, LGBTQIA+, sustainability, neurodiversity and Indigenous inclusion. In addition to this, we developed a structured and holistic way to honour and recognise important days of significance throughout the year, to mark the different ways our people celebrate culturally significant events.

Ampol's Women Inspiring Fresh Ideas (WIFI)

In its eighth consecutive year running, the WIFI network continues to centre on advancing gender equality through its three pillars of network, connect, and empower.

In 2023 WIFI continued to hold regular learning sessions and delivered another year of their group mentoring development circles capturing 45 people. Some additional WIFI initiatives during the year included:

- holding quarterly sessions to learn from women across the business on several topics including unconscious bias and career journeys of several senior leaders;
- selecting RizeUp as WIFI's social responsibility focus for its purpose of providing life changing practical support for families affected by domestic and family violence – including the raising of \$1,300 for the Polished Man charity with all funds raised going to RizeUp; and
- expanding opportunities to share self-development through a monthly podcast program.



2023 Sustainability Performance – People continued

Ampol Rainbow Alliance (ARA)

The ARA has been an active employee-led network in our Australian business for over four years. ARA's purpose is to ensure a safe space for all, and to bring those of diverse sexualities and genders, and their allies, together to learn, develop and support to achieve their full potential.

In 2023 ARA continued to play a key role, including:

- facilitating Ampol as a proud sponsor of the Australian Queer Aquatics Festival during Sydney Mardi Gras and a highly successful Glampol campaign across key Convenience Retail sites in Australia to mark WorldPride;
- continuing their support of Pride in Diversity, Australia's first and only not-for-profit employer support program for LGBTQIA+ inclusion. Ampol hosted the inaugural Sydney Executive Leadership Networking event, and again sponsored their annual Pride in Practice conference;
- collaborating with InterRetail, which is a network group across some of Australia's largest retailers for LGBTQIA+ retail employees and their allies including hosting a networking event in celebration of Pride Month; and
- we continue to strive for stronger LGBTQIA+ workplace inclusion and through our participation in the Australian Workplace Equality Index (AWEI), we are seeing strong progress. For example, 83% of respondents agreed that Ampol is genuinely committed to LGBTQIA+ diversity and inclusion – an uplift of 98% on prior survey.

Our New Zealand based business also made strong progress in LGBTQIA+ inclusion in 2023:

- receiving the Rainbow Tick reaccreditation, spearheaded by their Network Rainbow@Z. A Rainbow Tick is awarded to organisations in New Zealand that complete an assessment process showcasing that as an organisation they embrace diversity of sexual and gender identities; and
- sponsoring the Auckland Pride Parade and Wellington Pride Festival and sponsored the small- and medium-sized enterprise category at the Rainbow Excellence Awards.

In addition to the above, we continued with our commitment to celebrating days of significance including IDAHOBIT, Pride Month, Wear it Purple Day, Trans Awareness Week, and World AIDS Day.



Championed by ARA, Ampol goes rainbow with 'Glampol'

In February 2023, we launched 'Glampol', a month-long campaign celebrating and showing our support for the LGBTQIA+ community. Aligned with WorldPride 2023 and Sydney Mardi Gras, our Coogee and North Bondi sites were dressed up in rainbow elements across their respective forecourts and canopies.

Complementing this campaign, we hosted a 'Drag Baes Window Wash' fundraising event. We collected donations at other stores across our Sydney network, including Manly, Neutral Bay, Randwick, Woollahra, Rosebery, Alexandria, Lane Cove West, and Coogee South.

Our Glampol campaign also saw us host an event with special guest, Josh Cavallo – Adelaide United midfielder and the only openly gay footballer currently playing in a top division in Australia. Josh joined us to share his story, discuss the very important topic of mental health within the LGBTQIA+ community – and more specifically, young people – and the importance of living fearlessly and accepting people for who they are.

We raised over AU\$22,000 for Minus18, an Ampol Foundation charity partner that focuses on supporting the mental health of rainbow youth. The campaign was also amplified across Ampol's various social media accounts, raising greater awareness about Ampol's commitment to diversity and inclusion.

Indigenous partnerships

Our focus on Indigenous partnerships differs by geography:

- Aboriginal and Torres Strait Islanders through our Reconciliation Action Plan (RAP) in Australia; and
- Māori and Pasifika through our ongoing commitment to Te Ao Māori in New Zealand.

Australia

During 2023, we prioritised cultural awareness and capability, to strengthen our understanding of Aboriginal and Torres Strait Islander heritage and cultures, including:

- delivering cultural competency session with the Ampol Leadership Team;
- further education session for Ampol senior leaders on cultural awareness;
- a Company-wide e-learning module, completed by over 96% of our Convenience Retail staff; and
- strong progress in building relationships with local land councils in proximity to our Tier 1 locations. For example, collaborating with traditional landowners to create an Indigenous bush tucker garden at our Lytton site, and incorporate local Indigenous elements at our recently revamped Pheasants Nest highway site.

We continue to work towards and maintain relevant representation of Aboriginal and Torres Strait Islander people within our workforce. In 2023, this decreased from 3.2% to 2.9% and we are aiming to better understand how we can foster stronger retention of our workforce who identify as Indigenous.

Building on the launch of our Indigenous Procurement Strategy in 2022, our commercial engagement with Aboriginal and Torres Strait Islander businesses grew significantly over the past year, with a 100% increase in our annual procurement spend and a 54% increase in the number of affiliations with Aboriginal and Torres Strait Islander owned businesses.

We also continued the implementation of our second Innovate-level RAP, with 80% of planned RAP activities completed in the period to 31 December 2023 (with an anticipated 86% completion rate by the conclusion of this RAP in March 2024). Progress was led by our RAP Working Group, comprising of representatives from across the business who track progress, learnings, and future activity. Achievements were shared with the Ampol Leadership Team and broader workforce, quarterly.

Increasing our leadership cultural awareness

One of our commitments was to deliver cultural awareness training for senior leaders across Ampol.

Our Ampol Leadership Team participated in a cultural competency session with Shelley Reys AO, CEO of Arrilla Indigenous Consulting.

We followed this up by engaging Paul Sinclair from Mirri Mirri Indigenous Consulting to host several cultural awareness sessions for over 150 Australian-based senior leaders to encourage conversation and increase understanding, value and recognition of Aboriginal and Torres Strait Islander culture. Over 80% of participants reported increased confidence to discuss the topic with their teams, and a recording of these sessions was provided through our intranet. This included access to a range of information and resources about Indigenous history, reconciliation, and at the time, the Uluru Statement from the Heart in relation to the Voice to Parliament referendum that was held in Australia on 14 October 2023.

Bringing Clontarf Foundation and Red Bull Ampol Racing together

Clontarf Foundation is one of our longstanding Ampol Foundation partners who support the education and wellbeing of Indigenous youths.

Bringing together our charity partners and key sponsorships allows us to drive positive change in the communities in which we operate. This year we once again brought together two of our most important partnerships: Clontarf Foundation and Red Bull Ampol Racing.

With a competition commencing in late 2022, the winning artwork design submission was awarded to Clontarf academy Ambrose Treacy College in Brisbane. The design was used for Red Bull Ampol Racing's Indigenous car livery held at the Darwin Triple Crown in June 2023. Lead designer student Brock Compton (who happens to be named after racing royalty Peter Brock) along with 10 of his academy peers, won a trip to Darwin for the Supercars Indigenous Round race weekend. The artwork design embodied the 'Spirit of the Driver', which talks to the journey of a race car driver, including their achievements and challenges along the way while being supported by their family, friends, crew and fans.

The artwork also featured on the drivers, suits which were auctioned off over the race weekend as well as on team merchandise. The proceeds of sale raised a further \$7,400 for the Clontarf Foundation in addition to Ampol's \$300,000 annual contribution.

New Zealand

Developing a greater understanding of Te Ao Māori has advanced through initiatives including:

- the launch of the 'Commitment to Te Ao Māori' in June - 'Te Terenga' and delivering capability building activities for our Z Energy Leadership Team;
- completing the second cohort of Te Ao Māori training in December 2023; and
- the appointment of our first dedicated internal leader responsible for building Māori capability in our New Zealand workforce.

Our focus on representation in recruitment by using diverse job boards resulted in:

- a 58% increase in Māori applicants year-on-year;
- five TupuToa interns commencing in November 2023;
- the attraction of 60% Māori or Pasifika representation in the 2024 graduate cohort; and
- increasing our Māori and Pasifika employees in our New Zealand workforce to 9.8% at the end of 2023.



Z Energy's Te Ao Māori knowledge and culture training

As part of their journey to gain a greater understanding of Te Ao Māori, Z Energy has continued to provide opportunities for employees to build their Te Ao Māori capability. The Z Energy Leadership Team and extended senior leaders have participated in Te Ao Māori development sessions, including a number of off-site visits held at local marae. Z Energy's foundational Te Ao Māori development program continued, with 7% of employees participating in 2023.

Maturing our approach to diversity and inclusion

In the second half of 2023, after appointing a dedicated senior leader to help guide and shape our progress on diversity and inclusion, we undertook an internal and external consultation to evaluate our journey to date, what our challenges are, and the opportunities that lie ahead. This resulted in the broadening of our approach to diversity and inclusion to a more holistic and integrated model of 'Representation, Equity and Inclusion', whereby:

- representation is creating a workplace that represents diverse backgrounds, experiences, expertise, abilities, and perspectives;
- equity is providing equitable access to growth opportunities to enable the potential of our people; and
- inclusion is embedding inclusive work practices.

Moving into 2024, our new Board-approved Representation, Equity and Inclusion Strategy will focus on maturing inclusive workplaces at Ampol which will be supported by a refreshed Representation, Equity and Inclusion Council with senior leaders representing our business areas and the geographies in which we operate.



2023 Sustainability Performance – People continued

Supporting communities

Z Energy's Good In The Hood program

During 2023, Z Energy reviewed its flagship community program, Good In The Hood, to ensure the NZ\$1 million provided every year was having a meaningful impact on local communities. Throughout the year, a total of 517 community organisations (most of which are charities) nominated by their local communities received donations following customer voting at Z retail sites. Following analysis of prior years' data the approach to Good In The Hood was modified to better support Māori communities that had previously been underrepresented in the groups that received support. This approach was successful in increasing the proportion of funding that went to Māori-led or representative community organisations.

Ampol Foundation

Ampol Foundation is the vehicle through which we deliver our mission to *proudly power better journeys for all Australians*. Established in 2019, Ampol Foundation leverages our people, our skills and our infrastructure to support communities in which we operate.

Led by a committee of employees and supported by the Ampol Leadership Team through executive sponsorship by Meaghan Davis our EGM People and Culture, the foundation focuses activities on two key social areas of need, youth education and development, and community wellbeing and safety.

Our total community investment contribution via the Ampol Foundation for 2023 was over AU\$4.6 million – this is an increase from 2022 of 12%. As we move into 2024, we are looking to create more grounding value moments with our foundation partners to strategically align to Ampol Foundation's mission.

Powering community safety for 30 years with Westpac Rescue Helicopter

Since 1993, we have proudly supported the iconic Westpac Rescue Helicopter service. The Westpac Rescue Helicopter service is on standby 24/7 to help save lives from the Hawkesbury to the Queensland border by delivering the highest standard of aeromedical and rescue services to those in need. Through our charitable arm, the Ampol Foundation, we are able to support the initiative through critical fundraising efforts and supply of AmpolCard and aviation fuel to their fleet of six helicopters through a discount arrangement.

To support in other ways, we also participate in various initiatives and events including golf days, gala dinners, and auctions. This includes helping to facilitate fundraising, such as offering AmpolCash prizes or other auction items. In 2023, Ampol offered a 'hot lap' for auction, given Westpac Rescue Helicopter is a partner of Newcastle Supercars, which raised close to AU\$10,000.

Ampol's Fuelling Change program

Fuelling Change is our workplace giving program that falls under our company value of *Never Stop Caring*. The program allows for our Australian employees to make pre-tax donations to a selection of charity partners based in Australia, with all donations equally matched by Ampol. In 2023, we added two more partners to our Fuelling Change program, totalling 14 now, with one of these partnerships delivering positive outcomes for biodiversity and nature.

By year-end we proudly contributed just over AU\$268,000 to our partners, with an increase of one-off donors.



Street Side Medics

In April, we extended our partnership with Street Side Medics, a general practitioner-led mobile medical service launched in 2020 and led by 2022 Young Australian of the Year, Dr Daniel Nour. Street Side Medics is aimed at delivering primary healthcare to the most vulnerable people in New South Wales. By becoming one of our eight strategic Ampol Foundation partners, we assist Street Side Medics by providing much needed fuel, as well as matching dollar-for-dollar our employees, pre-tax donations as part of our Fuelling Change workplace giving program.

This partnership aligns with our key focus areas of promoting community wellbeing and safety.

Ampol Best All Rounder

The Ampol Best All Rounder Award is a national school awards program forming part of our organisation’s commitment to supporting education in communities across the country. It is our longest running community program and has recognised over 30,000 young Australians in high schools across the country since 1985.



2023 Ampol Best All Rounder Award national winner

In 2023, we named Adam Varghese from Queensland’s St Peters Lutheran College Springfield as the national winner of the Best All Rounder Award. Adam has a long list of achievements, notwithstanding the two jobs he balances and the strong academic results he has achieved. Aspiring for a career in medicine, Adam raised \$11,000 for the Leukemia Foundation in honour of his father who has been diagnosed with the disease. He has also been awarded the Duke of Edinburgh Gold Award in early 2023 and completed his Certificate III in Allied Health Assistance.

“St Peters Springfield is extremely proud of Adam. Adam has been an exceptional 2023 College captain who has shown great leadership, service and humility both within the classroom and within our community,” St Peters Lutheran College Springfield principal Natalie Houston said.

As part of his recognition, Adam has won a laptop, a \$5,000 cash grant and a \$1,000 AmpolCash gift card, in addition to a \$5,000 grant for St Peters Lutheran College Springfield.

2023 Ampol Best All Rounder Award state winners were:

New South Wales	Edward Dodds, Tumut High School
South Australia	Abigail Henderson-Mak, Urrbrae Agricultural High School, Netherby
Tasmania	Aiyana Read, Elizabeth College, Hobart
Victoria	Estelle Roberts, John Monash Science School, Clayton
Western Australia	Malcolm van Burgel, North Albany Senior High School

Community engagement

Convenience Retail

In 2023, our Convenience Retail teams across Australia continued to leverage the generosity and goodwill of our customers to successfully raise over AU\$1.2 million in donations for four of our key strategic Ampol Foundation partners: The Sebastian Foundation, The Smith Family, Surf Life Saving Australia and Minus18.

Most notable of these campaigns was our third Winter Appeal held in July. Throughout the month, we raised a contribution of over AU\$447,000 – which is a 20% increase from our 2022 Winter Appeal – with the funds being donated to help young Australians attend Learning Clubs which target educational support based on their individual needs.

Fuels and Infrastructure

The 2023 community engagement focus within Fuels and Infrastructure businesses in Australia was to consult and engage openly with community stakeholders close to our operations, to demonstrate care and to seek mutually beneficial outcomes for all. By partnering and working closely with community groups and organisations, we enabled the implementation of community-led initiatives and projects in those communities in which we operate.

Some of the initiatives that were undertaken in 2023 included a Community Family Fun Day in collaboration with the local Wynnum-Manly Rotary Club at Lytton refinery. This focused on learning how to stay safe in the community and had over 5,000 attendees. On Sunday 3 December, the team at Newcastle Terminal supported the 2023 Bikers for Kids Newcastle Toy Run, raising funds and providing toys to kids who otherwise would go without at Christmas. Our Newport Terminal was also proud to support the local Spotswood Primary School Fete to help raise funds towards the upgrade of the school playground.

The Ampol Kurnell Community Fund was implemented to improve local amenities and positively impact the lives of Kurnell residents. Community groups were encouraged to apply and successful projects to receive funding included the upgrade of the Kurnell Horse Arena, construction of a new playground at the Kurnell Public School and new lighting, air conditioning and equipment for the Kurnell Men’s Shed. Other successful projects included refurbishment of the Kurnell Stingrays Junior Rugby League Football Club clubhouse, upgrades to training and technology infrastructure of the Kurnell Rural Fire Service Brigade, and facility improvements at the Kurnell Pre-School.



2023 Sustainability Performance – People continued

Community engagement continued

Singapore

In 2023, our Singapore staff and their Ampol in the Community (AIC) Committee coordinated several volunteering days and charity events for local organisations throughout the year.

Over 20 employees volunteered their time over two sessions and assisted with sorting and packing food items for low-income families for the not-for-profit Food From The Heart, which focuses on distributing food to those in need. In addition to this, Ampol Singapore ran a live auction at its 10th Anniversary Gala Dinner with all proceeds being paid to the Children's Wishing Well. A total of SG\$20,000 was raised, which will go towards supporting the educational and daily needs of children that are part of the program.

Additional community engagement activities undertaken by our Ampol Singapore employees included 10 employees volunteering at the Willing Hearts soup kitchen, which prepares and distributes approximately 11,000 meals daily to low-income households. The Ampol Singapore team also organised a charity bake sale for Breast Cancer Awareness Week, with every donation dollar-matched by the AIC Committee.

Z Energy

In January, Z Energy provided NZ\$50,000 in donations to assist three local charities in their support of those impacted by flooding in Auckland and surrounding areas. In February 2023, many communities across the east coast of New Zealand's North Island were impacted by Cyclone Gabrielle. The Group provided NZ\$109,000 in donations to assist a local trust as well as impacted Marae, facilities that have a distinctive sacred and communal role in Māori communities throughout Aotearoa New Zealand, and via Z retailers to five local charities. This amount included NZ\$20,000 in donations from Z Energy and Flick employees.

Our approach to modern slavery at Ampol

In July, we released our second Ampol Modern Slavery Statement for the reporting period 1 January 2022 to 31 December 2022.

Our 2022 Modern Slavery Statement reported that we exceeded our target of conducting workplace audits in Australia to ensure our Ampol-branded sites comply with workplace law and minimum entitlements under awards and other conditions. In addition to this, in 2023 we commenced the development of targeted information sessions for our Australian branded partners to educate them on labour-related obligations such as the engagement of juniors, hours of work and minimum terms and conditions.

We continued to focus on due diligence and achieved our 2022 goal of over 80% of our supplier base (when measured by spend) completing our Supplier Code of Conduct questionnaire, as well as our performing verification audits of 110 suppliers. Our questionnaire sits parallel to the Ampol Supplier Code of Conduct, which outlines our expectations around labour and human rights, that applies to all third-party suppliers, contractors, trading and business partners, service providers and their employees who transact with or provide any goods or services to Ampol.

Our approach to modern slavery is based on the United Nations Guiding Principles on Business and Human Rights and intends to identify, mitigate, or avoid the risk of modern slavery across our supply chains.

To access our 2022 Ampol Modern Statement, Human Rights Policy and Ampol Supplier Code of Conduct, visit the Ampol website.

Z Energy's approach to modern slavery

Z Energy's approach to modern slavery is aligned to their three values of *Tū kaha | Stand out*, *Tū māia | Speak up* and *Tū kotahi | Side by side*. Having previously published two Modern Slavery Statements in 2020 and 2021 as an ASX-listed company, since the acquisition of Z Energy in 2022 by Ampol, Z no longer has a legislative requirement to report on modern slavery. However, Z Energy continues to remain committed to taking action and released a Modern Slavery Statement for the reporting period between 1 April 2021 to 31 December 2022.

In 2022, Z Energy rolled out a tailored version of a modern slavery awareness training module across New Zealand for contract managers and supplier managers to help them align with Ampol's commitments on human rights. Z Energy also adopted and implemented Ampol's Supplier Code of Conduct questionnaire as part of their supplier due diligence process, to better align with Ampol's policies and procedures across all areas in which we operate.



People

2023 Priorities and performance¹

<p>Wellbeing and inclusive workplaces</p>	Broaden our approach and develop an enterprise-wide Diversity and Inclusion Strategy, encompassing all areas of our business	Delivered	<input checked="" type="radio"/>
	Deliver mental health first aid training for the Ampol Leadership Team	Delivered	<input checked="" type="radio"/>
	Develop and implement gender representation targets by business and job family	Delivered	<input checked="" type="radio"/>
	Implement an employee listening tool to improve engagement with our people	Delivered	<input checked="" type="radio"/>
	Develop a leadership capability framework supported by the implementation of prioritised capability development	Delivered	<input checked="" type="radio"/>
<p>Indigenous partnerships</p>	Continue delivery of our Innovate Reconciliation Action Plan including delivery of cultural awareness training for the Ampol Leadership Team	Delivered	<input checked="" type="radio"/>
	Deliver Te Tiriti and Te Ao Māori training across Z Energy	Delivered	<input checked="" type="radio"/>
	Increased partnership with TupuToa for Māori and Pasifika internships	Delivered	<input checked="" type="radio"/>
	Develop our commitment to Te Tiriti/Te Ao Māori	Delivered	<input checked="" type="radio"/>

2024 Priorities

<p>Wellbeing and inclusive workplaces</p>	Implement Representation, Equity and Inclusion Strategy
	Maintain Group 40/40/20 gender representation and strengthen consistency in gender representation across key segments of the business, including by seniority and business unit
	Reduce the group average gender-based pay differential
	Continue to strengthen inclusive work practices (e.g., improving AWEI status)
<p>Indigenous partnerships</p>	Continue our commitment to Reconciliation in Australia through finalising the delivery of the 2022–24 Reconciliation Action Plan and design and launch our next Innovate-level Reconciliation Action Plan
	Embed our Indigenous Procurement Strategy by increasing and sustaining our annual procurement spend with Aboriginal and Torres Strait Islander businesses for each year of our RAP

1. 2023 priorities are enterprise-wide and incorporate Australian, New Zealand (Z Energy) and Singapore operations.