

2023 Sustainability Performance – Planet



Planet

Drive positive environment improvements



2023 Environmental performance

Fuels and Infrastructure

Protecting the environment is central to our social licence to operate. Our objective has always been to align our business operations with the principles set out in the ISO14001:2015 Environment Management Systems (EMS) standard and to improve our performance over time. The Lytton refinery, our lubricants facility and our Kurnell Terminal are all ISO9001 and ISO14001 certified. In addition, five of our other terminal facilities across NSW, Queensland and WA are also ISO14001 certified. The EMS for all other remaining terminals across Australia are based on the guidelines of ISO14001.

Pleasingly in 2023 our Fuels and Infrastructure businesses had no Category 2 or 3 environmental incidents. Following on from the NSW Environmental Protection Agency (EPA) declaration in November 2022 of our Newcastle Terminal recognising significantly contaminated land due to historical spills, we have developed and had approved a voluntary management plan to remediate the contaminated site. We are currently progressing to schedule on implementing this plan, which includes undertaking a remediation trial. Data from the trial will help inform the full-scale remediation works that will be required and will commence in 2024. We will continue engaging with local communities to ensure positive outcomes are achieved for all.

Transition of per- and poly-fluorinated alkyl substances (PFAS) firefighting foams to environmentally non-persistent alternatives continues to be an ongoing action for us. We are on track to meet our aim to be fully transitioned in Queensland by the end of 2024, and we have so far successfully transitioned nearly 149,000 litres of stock. We are now focused on transitioning our assets in NSW, Victoria and Tasmania. Given the nature of our facilities, it is essential we maintain firefighting capability to safely contain a fire and we have tested new PFAS-free foams extensively to ensure this is possible.

Kurnell update

Following on from the Category 3 severity environmental incident that occurred at Kurnell Terminal in April 2022, which resulted from a 1-in-100-year rain event, we have continued to work closely with the Kurnell community to build back trust and drive positive outcomes throughout 2023.

In September, we also entered into an enforceable undertaking agreement with the NSW Environmental Protection Authority (EPA). Further details of the incident and undertaking can be found in the Directors' Report forming part of this Annual Report.

Following on from this event, we have also assessed 12 of our other Terminal locations to look at preparedness in the event of another severe rain event occurring. At the end of 2023, we identified no additional risks related to storms and extreme rainfall in these assessments. We will continue to implement ongoing reviews to ensure we are adequately prepared to prevent an incident like this happening again.

Welcoming improved fuel quality standards

In December 2023, we welcomed the Federal Government's announcement on improved fuel quality and noxious emissions standards that will see Australians benefit from cleaner, more efficient cars on Australian roads.

Effective from December 2025, the Government will reduce the amount of aromatic hydrocarbons in Research Octane Number (RON) '95 petrol, which will also align with the previously announced reduction in sulfur limits for all petrol sold in Australia. This was announced in tandem with the requirement that all new cars sold in Australia from December 2025 will need to comply with Euro 6d noxious emissions standards. Together, these updates will provide Australia with best-practice fuel and noxious emissions standards, helping to protect Australians from harmful exhaust pollutants that can cause multiple health issues.

Convenience Retail

Convenience Retail has continued to deliver its Underground Petroleum Storage System (UPSS) Risk Reduction Program, taking further steps to proactively manage risk. In 2023, UPSS risk reduction works were undertaken at 17 sites, which included the replacement of all underground storage tanks and piping or lining of the underground tanks and replacement of underground piping.

Our UPSS Risk Model was enhanced through an upgrade to the Microsoft Power BI digital platform, which has improved our data quality, integrity and security. We installed Automatic Tank Gauges (ATGs) across all sites, as well as enabling tank levels and fuel system alarms to be remotely monitored. These changes provide a consistent, best practice wet stock management system that leverages existing, and expands upon, Ampol assets in order to manage the environmental risk associated with a loss of containment from underground fuel systems.

Several environmental standards and guidelines were also developed to formally document the existing processes in managing environmental risks associated with contaminated land. The environmental data management initiative has led to improved governance reporting and increased visibility of overall environmental performance to management.

In 2023, we had no environmental incidents that have resulted in environmental harm or regulator penalties.

Z Energy

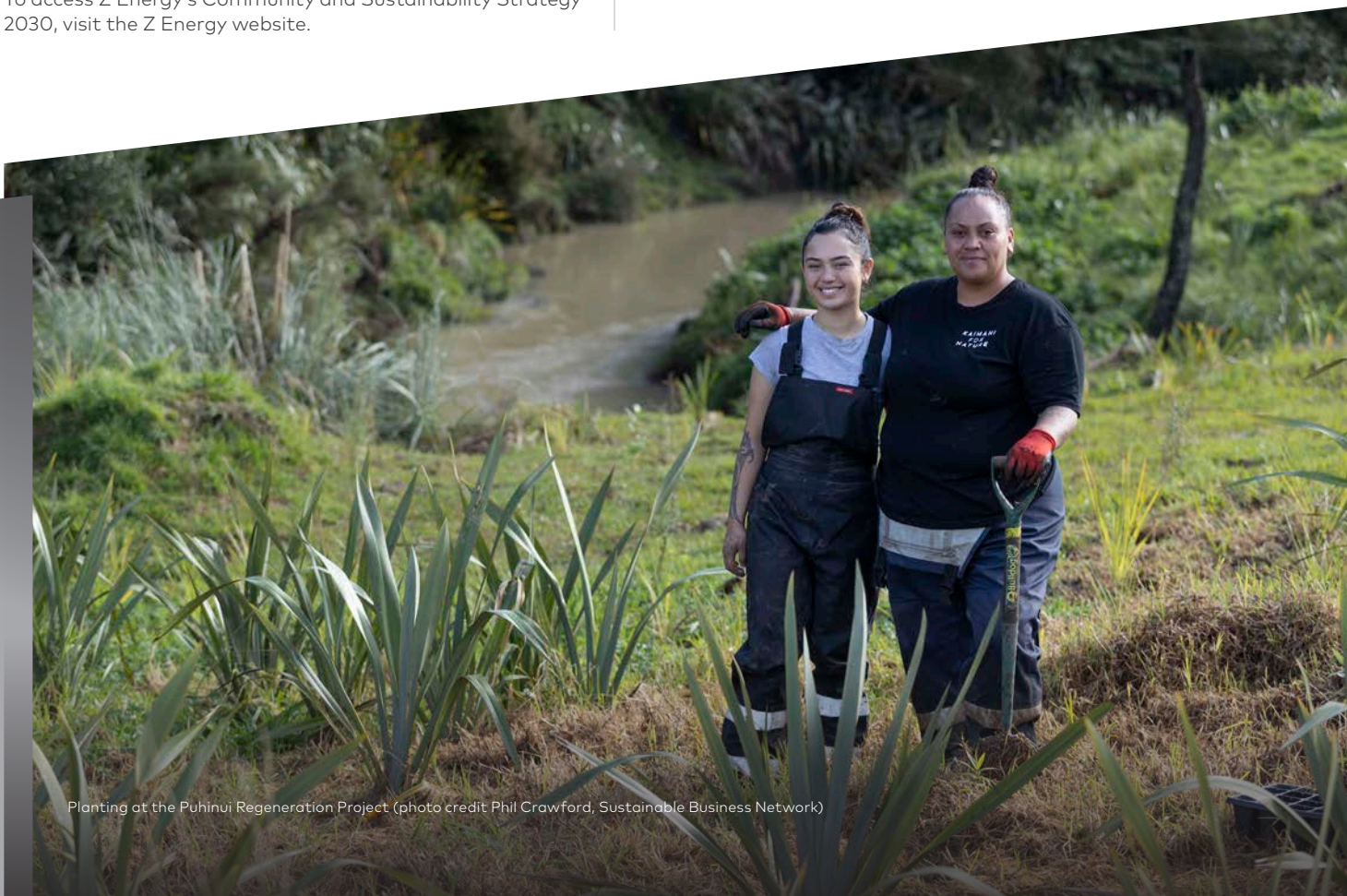
Z Energy has made progress against a number of the strategic goals and outcomes targeted in their Community and Environmental Sustainability Strategy 2030 and the action focus areas that have been defined out to 2025. Z Energy continues its support as an active member of the Sustainable Business Council (SBC), Sustainable Business Network (SBN) and the New Zealand Climate Leaders Coalition.

To access Z Energy's Community and Sustainability Strategy 2030, visit the Z Energy website.

Z Energy's Biodiversity Fund

Across 2023, Z Energy's biodiversity fund continued to support the health and regeneration of indigenous biodiversity in Aotearoa New Zealand through its three foundation partnerships:

- Trees That Count seed island partnership with Tane's Tree Trust to trial and demonstrate the use of 'seed islands' to assist the natural regeneration of native forests at scale.
- The Nature Conservancy's Blue Carbon initiative to help finance coastal restoration, enhance biodiversity, and increase coastal resilience to sea-level rise.
- The Sustainable Business Network's regeneration partnership on native biodiversity regeneration initiatives, including funding for the Puhinui Regeneration Project, which is a native biodiversity restoration initiative seeking to create 100 new employment opportunities for local people.



Planting at the Puhinui Regeneration Project (photo credit Phil Crawford, Sustainable Business Network)

2023 Sustainability Performance – Planet continued

Water management

Lytton refinery continues to be the biggest user of water within Ampol, using approximately 2.868 megalitres in 2023. Although Lytton refinery is not located in a water stressed area, in efforts to help us effectively manage our water usage and minimise our draw on potable water, we continue to purchase recycled water from an external wastewater treatment plant located close by, contributing 45% of our usage as well as utilising condensate to generate steam during the refining process to provide a further 25% of the water used.

Embedding sustainability metrics into our investment decision-making process

In 2023, we began the work to look at embedding sustainability metrics associated with our sustainability strategy into our capital planning and capital allocation decision-making process. By doing this, we can consider the risks and opportunities as well as measure the impacts of any outcomes identified that align to our five focus areas of:

- wellbeing and inclusive workplaces;
- Indigenous partnerships;
- supporting communities and nature;
- circular economy; and
- decarbonisation.

Moving into 2024, we will investigate the development of a database to help capture these sustainability impacts.

Ampol Sustainability Ambassadors volunteering

Last year, to help us power change for the better, our Australian employees created an Ampol Sustainability Ambassadors employee-led network program. The purpose of this network group is to bring together like-minded people across the business to advocate and help guide the conversation on environmental sustainability throughout our workplaces.

In 2023, several of our sustainability ambassadors chose to register either their teams or as individuals for volunteering days with an Australian community partnership that focuses on regenerative and biodiversity conservation. Several of these events and days were held throughout the year, adding considerably to our Ampol total volunteering hours of over 1,032 in 2023, an increase of 14% from 2022.



Circular economy

Fuels and Infrastructure

Due to the hazardous materials used in our Fuels and Infrastructure businesses in Australia, the waste associated with these facilities is also hazardous and has limited options to be recycled or repurposed. Kurnell Terminal has continued to undergo remediation works in 2023, and as a result, over 13,000 tonnes of hazardous waste was treated where required and sent to landfill. As hazardous waste has the potential to harm the environment either now or in the future, we will continue to comply with state and federal regulations to ensure safe disposal of any such materials arising from remediation activities.

Convenience Retail

We are always looking for ways to continually evolve and adopt a circular economy approach across our Convenience Retail business to reduce resource use and waste ending up in landfill. In 2023, we finalised a short trial with WIRES to collect used fresh food produce for sick, injured and orphaned animals in care. From this initiative, 2,343 kilograms of fresh produce were donated to WIRES; the equivalent of almost 5,000 human meals that would have otherwise been sent to landfill. In 2023, we also continued our partnerships with Containers for Change (at select Perth sites) and E-Thread (at select Sydney sites).

Z Energy

Reducing waste across Z Energy's operations is a key action focus area within their Community and Environmental Sustainability Strategy 2030. In 2023, total waste sent to landfill was 1,062 tonnes, with a 47% diversion from landfill rate through off-site recycling and composting. The largest volume of waste comes from Z retail operations in New Zealand, including waste disposed of by customers at their service stations.

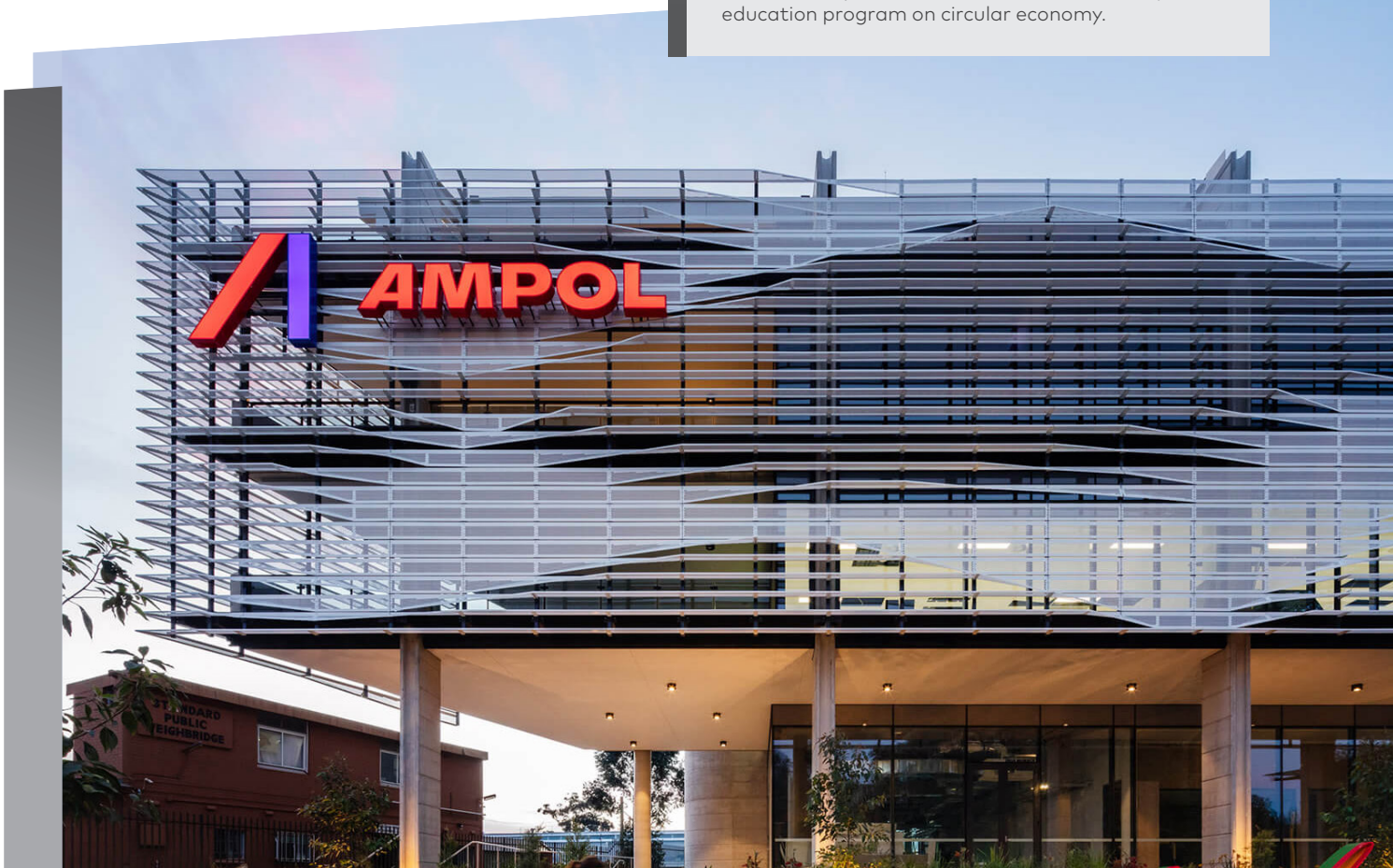
Lubricants launches a steel drum collection program in collaboration with Pact Group's 'We Make It. We Take It'

At the start of 2023, our lubricants business launched a steel drum collection service in partnership with Pact Group, specifically for our oil, solvent and fuel drum customers. The program forms part of Pact's Reuse 'We Make it. We Take It' national collection service and involves the collection or returning of used steel drums in metropolitan and regional areas throughout Australia. Provided they meet Pact's Reuse Drum Acceptance criteria, they will recondition the drums and ensure they are disposed of in compliance with all applicable environmental, dangerous goods and occupational health and safety legislation.

The launching of this program forms part of our Lubricants' commitments to the Australian Packaging Covenant (APCO) 2025 targets.

Initiatives to improve recycling at our head office

To assist us with helping to develop awareness on circular economy principles for our employees, towards the end of 2023 we implemented and placed new signage on all the bins located in the kitchens at our head office in Sydney. The signs are used to help educate our employees on what can and can't go in each bin and assist to divert unnecessary waste from ending up in landfill. Moving into 2024, we will look to expand this program across our other office locations, as well as look to work with our Ampol Sustainability Ambassadors to deliver a Group education program on circular economy.



2023 Sustainability Performance – Planet continued

Z Energy expands Anchor Dairy and Will&Able closed-loop recycling trial

After a successful pilot in 2022, in 2023 Z Energy expanded their closed-loop recycling partnership with Anchor Dairy and Will&Able; a social enterprise dedicated to helping employ Kiwis with disabilities to make Environmental Choice New Zealand (ECNZ) certified cleaning products.

Beginning with nine retail locations in 2022, in 2023 the partnership expanded to include a total of 39 retail locations in Auckland, New Zealand. The partnership between these three companies involves the installation of specially designed recycling units on Z forecourts, whereby empty Will&Able cleaning products as well as empty Anchor Dairy milk bottles can be returned for recycling to avoid being disposed of in landfill. The empty Will&Able cleaning product bottles are then returned to their facilities, where they are washed and refilled by staff to be resold. The empty Anchor Dairy milk bottles are sent to recycling centres to be repurposed into products such as plastic plumbing pipes, building paper and rubbish bags.

In addition to this, all the empty Anchor Dairy milk bottles used at Z cafes in the participating locations are also collected as part of this program.





Planet

2023 Priorities and performance¹

Supporting communities and nature	Explore B2B partnership opportunities that deliver environment and social value	Delivered	●
	Explore an Australian community partnership to deliver conservation, biodiversity and nature positive outcomes	Delivered	●
Circular economy	Establish environment and social return on investment metrics to help decision-making	Delivered	●
	Develop and factor circular economy principles into procurement and contractual processes	Delivered	●
Circular economy	Supply chain engagement on circular economy	Pivoted <i>decision to reprioritise to continually improve emissions reporting under decarbonisation due to changing legislation</i>	△
	Develop and deliver circular economy employee awareness and education program	Pivoted <i>to Sustainability Ambassador program in 2024</i>	△
	Establish circular economy data management system	Pivoted <i>decision to reprioritise to continually improve emissions reporting under decarbonisation due to changing legislation</i>	△

2024 Priorities

Supporting communities and nature	Continue to progress Z Energy's Biodiversity Fund
	Investigate the development of a database to capture the sustainability impacts in our investment decision-making process
Circular economy	Ampol Sustainability Ambassadors to host employee circular economy education program

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