

# RIORDAN GRAIN SERVICES MODERN SLAVERY STATEMENT

## Reporting Period 1 July 2020 – 30 June 2021

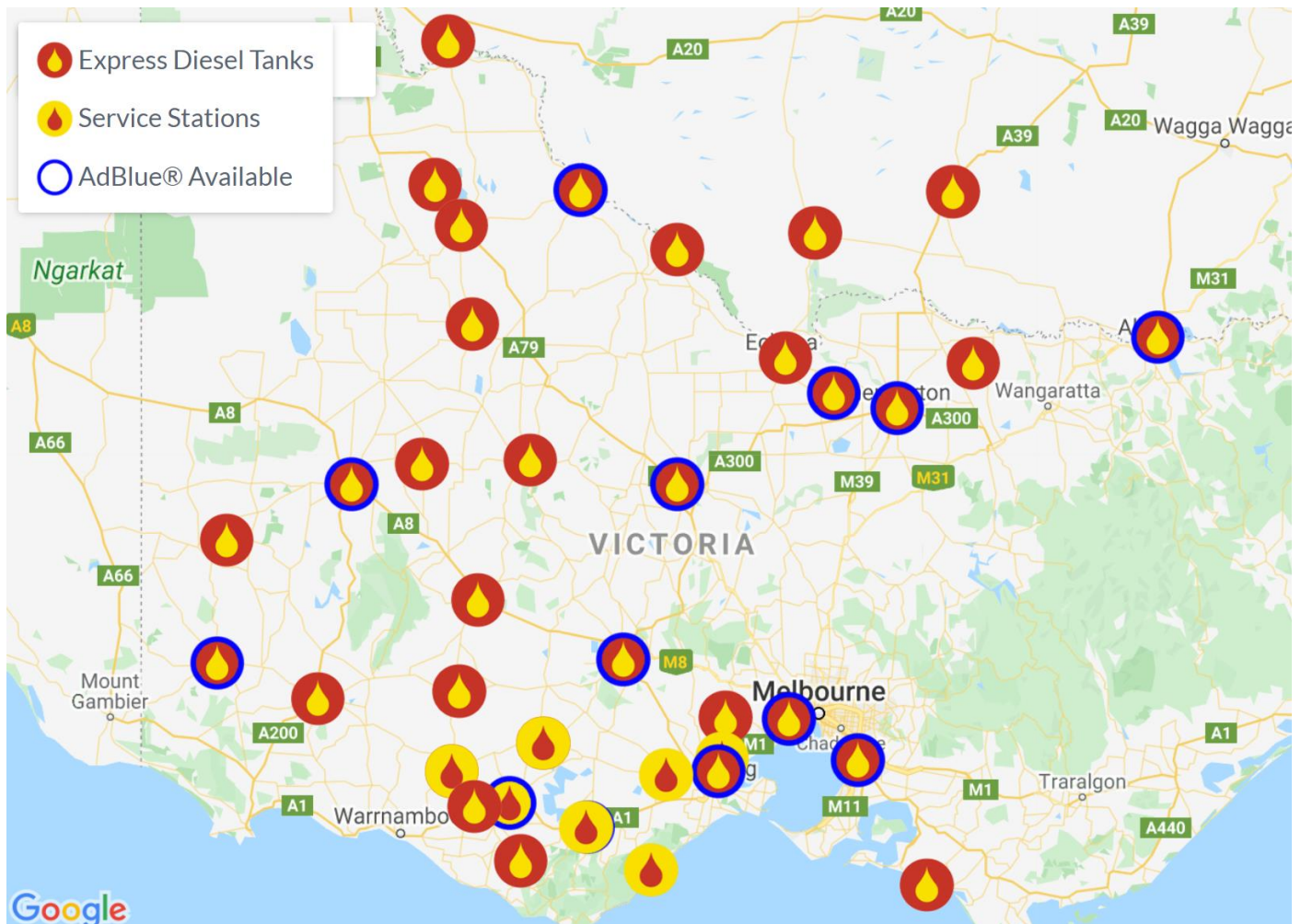
### Reporting entity

Riordan Fuels (RF) is the trading name for the company United Retail Group Pty Ltd (ABN 64 109 680 533).

### Structure, operations and supply chains

Riordan Fuels (RF) is a privately owned wholesale fuel distributor through its service station and unattended fuel tank network with head office based in Lara, Victoria and fuel distribution locations across Victoria and southern New South Wales. RF employs more than 65 staff.

RF started with a big vision to become the leader in fuel supply to regional communities.



Underpinning its success is a strong commitment to exceed supplier and customer expectations through constant innovation, emphasis on safety and accountability.

RF are accredited to transport, distribute and store distillate and mogas fuels for the Australian market.

RF has six service stations and more than fifty unattended diesel tanks in its fuel distribution network which are serviced round the clock by our fleet of fuel tankers.

At RF, our partnerships with customers and suppliers are key to our success. Our suppliers are principally Australian terminal / refinery fuel suppliers as well as local road vehicle transport service providers and domestic retail suppliers.

### **Risks of modern slavery practices in the operations and supply chains**

We have identified the potential for various forms of modern slavery to exist in our supply chain and although our initial assessment has not identified any examples of modern slavery linked to our supply chains. We acknowledge the large and varied number of suppliers present challenges in attaining overall comfort.

Operations – there appears to be a low risk of modern slavery practices being present in our direct operations. All staff are paid according to their relevant award or above award conditions. However, we recognise our engagement of labour hire companies to provide some support to our operational requirements may present risk.

Supply chain – RF recognises areas within the fuel distribution sector prone to risk of modern slavery. The direct suppliers of RF are primarily large global companies supplying fuel products from terminal and/or refinery and registration of their modern slavery statements will provide transparency to the risk of modern slavery in this supply chain. RF is also a member of and liaises with industry bodies such as Australasian Convenience and Petroleum Marketers Association (ACAPMA) representing the interests of the fuel wholesale, distribution and retail industry in Australia. Nevertheless, RF needs to develop guidelines for these suppliers in creating awareness of modern slavery issues and report to RF related matters of which they become aware.

In procuring materials for the business such as repairs and maintenance, office items, uniforms a supplier may source products from overseas sources linked to modern slavery practices. RF will need to engage more with its suppliers to identify modern slavery risks.

### **Actions to assess and address risks, including due diligence and remediation processes**

RF is continually reviewing and updating its policies and procedures, this will also include an emphasis on identifying and addressing risks of modern slavery.

The Company's policies and procedures include:

- Our values – RF is committed to a safe and protective working environment at all times, we will continue to strive to deliver the best customer service, we build trust within our team and have a passion for what we do, our commitment to communicate with our people and customers with integrity and honesty.
- Our code of conduct – Clearly outlines behaviour that is acceptable and does not tolerate any victimisation, bullying, sexual harassment, discrimination or any other anti-social behaviour. We treat all employees and customers with respect and dignity, we conduct ourselves professionally at all times, we will always be accountable for our work and our actions, we have a passion for what we do and are proud of our accomplishments.
- Recruitment policies – RF seasonally employs a number of casual staff during the summer months and regularly reviews the conditions of employment to meet the applicable award.

Due diligence:

- Identifying and assessing – suppliers of fuel product are contracted and limited in number, operations from terminal / refinery are highly regulated
- Integrating findings – internal training can be improved to increase awareness of modern slavery occurrence
- Tracking of performance – we expect an industry benchmarking measure to be developed in the future
- Public communication – to be determined by the Board on a case by case basis

Remediation:

- Where RF becomes aware of an instance or instances of modern slavery contraventions:
  - An explanation will be sought from the supplier as well as corrective actions to ensure there is no recurrence
  - The business relationship with the supplier may be terminated in accordance with any contractual agreements in place at the time

### **Effectiveness of these actions**

Although the risk of modern slavery is deemed to be of low risk, the effectiveness of these actions requires ongoing review and assessment.

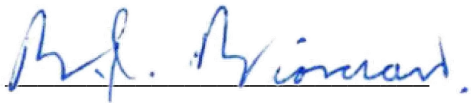
A modern slavery risk assessment for FY2021 has been discussed for the monthly board report and any areas of improvement identified.

### **Consultation with any entities the reporting entity owns or controls**

The reporting entity does not own or control any other entities.

### **Provide any other relevant information**

This Statement was approved by the Advisory Board on 15<sup>th</sup> September 2021.



Robert Riordan  
Managing Director  
Riordan Fuels