

# MODERN SLAVERY STATEMENT

Vantage Fuels Pty Ltd ACN 151 023 040

Reporting Year: 1 July 2024 - 30 June 2025





## INTRODUCTION

Vantage Fuels Pty Ltd (we, us, our, Vantage) is a family business operating in the retail sector as an independent fuel retailer. Our business is conducted exclusively in Australia and our operations are all subject to Australian law.

Our key products are purchased from large, often multinational, suppliers (all of whom have operations directly in Australia).

Since our first modern slavery statement was submitted pursuant to the Modern Slavery Act 2018 (Cth)(Act), we have focused on improving our knowledge of our supply chain so that we are better placed to reduce, address and assess the risks of modern slavery in our operations and supply chain. This remains an ongoing focus.

We are pleased to submit our Modern Slavery Statement for the reporting year 1 July 2024 to 30 June 2025 in accordance with the requirements of the Act.

Previous modern slavery statements have noted that the downstream position we occupy in our supply chain limits our ability to impact where and how some of the products we sell are sourced and manufactured.

However, we are confident that our continued focus on improving our knowledge of our supply chain will assist in reducing, addressing and assessing the risk of modern slavery in our operations and supply chain.





## CHAPTER 1 - REPORTING ENTITY

**Vantage Fuels Pty Ltd ACN 151 023 040** is a privately owned proprietary company limited by shares.

Vantage was incorporated in Victoria on 20 May 2011. There are two company directors of Vantage.

Our registered office and principal place of business is located at 578 City Road, South Melbourne, Victoria. We also operate a satellite office in Bendigo.





## CHAPTER 2 - OUR STRUCTURE AND OPERATIONS

### Structure:

Vantage is the primary operating entity within a private (family) group of companies. The activities of the group are principally centered around the business operations of Vantage. Vantage does not own or control other entities.

### Our Operations:

Our core business is the operation of service stations including convenience stores and cafes. Our stores are located within regional Victoria and New South Wales.

We are an independent fuel retailer and fuel is supplied to our sites (either directly or indirectly) by two multinational fuel suppliers. Our cafes, trade as either 'Bowser Bean', 'Bowser Bound' or 'Vantage Fuels'.

### Key facts and figures: At

the time of submission:

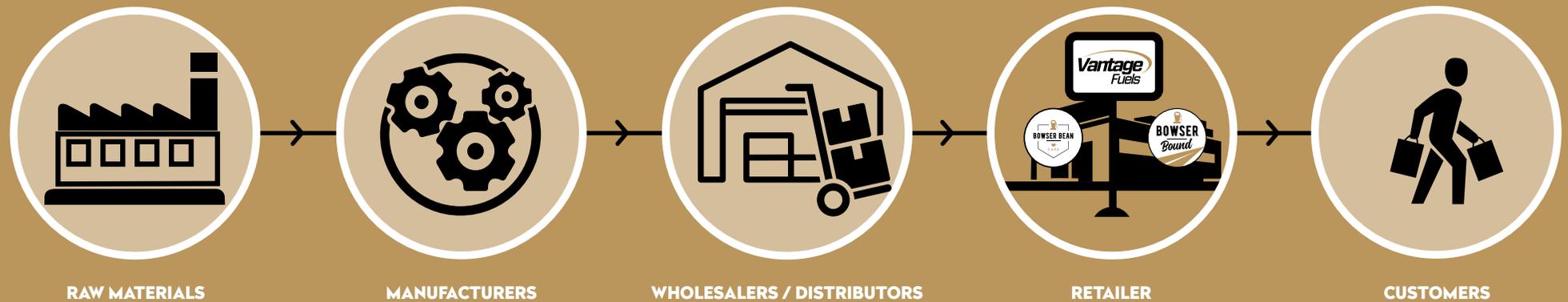
- Vantage's network includes 33 service station sites in regional Victoria and New South Wales;
- 5 sites are operated by commission agents (the commission agents operate the "shop" component of the business and the fuel component of the business is managed by us);
- the Bowser Bean brand operates within 16 sites;
- the Bowser Bound brand and system operates within 12 sites; and
- we are proud to employ approximately 20 staff in our head office and approximately 480 staff in our sites.





## CHAPTER 3 - OUR SUPPLY CHAIN

A general depiction of our supply chain is illustrated below:

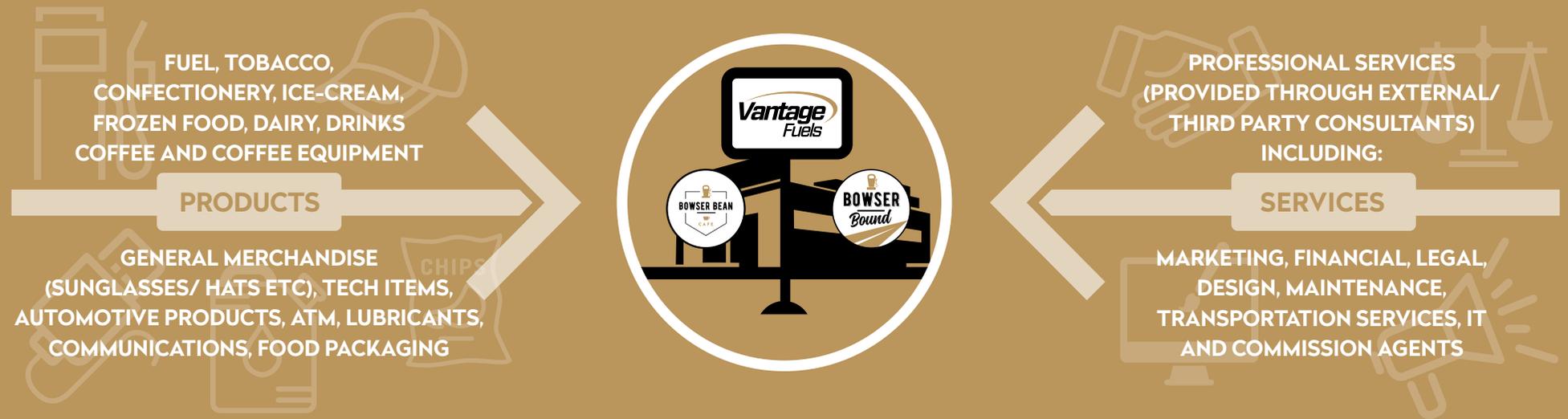


This diagram highlights the downstream position we occupy in our supply chain.

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The products and services that are essential to the operation of our business are depicted in the infographic below:



### Supplier analysis

As noted in previous modern slavery reports, our relationships with our key suppliers are generally strong and longstanding.

Our key products and services are all supplied by organisations who have domestic (Australian) operations (and who are regulated by Australian law).

It was noted in previous modern slavery reports that, whilst our key suppliers all have domestic operations and our procurement from those suppliers takes place domestically, the raw materials or component parts used in the production and manufacture of some of our products may be sourced internationally.

We remain focused on improving our knowledge of our supply chain to enable us to better understand where these component parts and raw materials are produced and/ or sourced and how this may affect the risks of modern slavery in our operations and supply chain.



## CHAPTER 4 - DESCRIPTION OF THE RISKS OF MODERN SLAVERY PRACTICES IN OUR OPERATIONS AND SUPPLY CHAIN

**The risks of modern slavery in our operations and supply chain have been noted in previous modern slavery reports. We have reviewed these risks (which are noted below) and, are confident that our risk profile has not materially changed. However, we confirm our ongoing commitment to improving our awareness of these risks and, where appropriate, developing systems and processes to mitigate them.**

### **Risks that we *cause* modern slavery in our operations**

We operate exclusively within Australia and our operations are all subject to Australian law. Having regard to our domestic regulatory framework, the downstream position we occupy in our supply chain and the size and nature of our key suppliers, we are confident that neither our operations nor our conduct within our supply chain directly causes modern slavery. This conclusion is supported by our strong compliance culture and our people focus. Our team are provided with robust onboarding and training to ensure they are aware of our expected standards of behaviour and have knowledge about where and how to report any people related grievances or concerns. All team members who have procurement responsibilities receive annual modern slavery training to assist them understand how adopting appropriate supplier management practices can mitigate against the risks of modern slavery in our operations and supply chain.

Previous modern slavery statements have noted that we are not responsible for employing the staff at sites operated by our commission agents. We maintain an ongoing focus on improving the systems and processes we have in place to ensure our commission agents are compliant with all relevant employment laws.

### **Risks that we *contribute* to modern slavery practices in our supply chain**

As has been noted in previous modern slavery statements, price is one of the factors we consider when making procurement decisions. While price is not generally the sole determinant of a procurement decision, the fact that it is considered at all may (indirectly) create pressure for our suppliers to source their products or supply their services at a lower price. This could create a theoretical risk of contributing to modern slavery practices further up our supply chain.

However, due to the size of our suppliers (often large multinational companies) we **assess** this risk as being low.



### **Risks that we may be *directly linked* to modern slavery practices in our supply chain**

We do not have direct contractual relationships with all participants in our supply chain. This means, there is an inherent risk that our operations and supply chain could be linked to modern slavery practices through the activities and conduct of other entities in our supply chain. To mitigate this risk, we have increased our focus on ensuring new supply agreements have clauses requiring our suppliers to comply with their internal modern slavery policies and/ or the requirements of the Act.

We also cannot eliminate the risk that we may be linked to modern slavery via the following causes:

**Product risks and industry risks:** As has been noted in previous modern slavery statements, some products within our supply chain are manufactured using processes that are known to be associated with risks of modern slavery or within industries where there are known risks of modern slavery. Such products and/ or industries include coffee beans (used in the production of coffee), cacao (used in the production of chocolate), tobacco (used in the production of cigarettes) and the textile industry (used to produce the uniforms worn by our staff and the 'general merchandise' sold in our sites (hats/ beanies etc)).

**Geographic risks:** Some of the raw products used in the manufacture of products within our supply chain may be sourced from countries where there are established risks of modern slavery. We confirm our commitment to improving our supply chain knowledge to enable us to better understand and analyse our supply chain risks.

Ongoing review of the modern slavery statements of our key suppliers have provided us with confidence that these suppliers are aware of the product, industry and geographic risks we have identified and are monitoring them as part of their operations.



## CHAPTER 5 - DESCRIPTION OF THE ACTIONS TAKEN TO ASSESS AND ADDRESS THE RISKS OF MODERN SLAVERY INCLUDING DUE DILIGENCE AND REMEDIATION PROCESSES

### Key outcomes and activities

During the reporting year ending 30 June 2025, we undertook the following key activities directed at assessing and redressing modern slavery risks in our supply chain:

#### 1. Training

All team members who have procurement responsibilities were provided training to remind them of the terms of our modern slavery policy and the impact that supplier management practices can have in addressing modern slavery risks in our supply chain.

#### 2. Key supplier analysis

As noted in this report, several of our key suppliers are modern slavery reporting entities and have publicly available modern slavery reports. Due diligence continued in the form of reviewing the most recently published reports of several of our key suppliers. This enabled us to gain better insight into how modern slavery risks are managed and addressed upstream in our supply chain. It also provided useful learnings and benchmarking that we can apply to our approach to managing our modern slavery risks on our supply chain.

No remediation processes were required in the current year (or any prior years).





## CHAPTER 6 - DESCRIPTION OF HOW WE ASSESS THE EFFECTIVENESS OF ACTIONS BEING TAKEN TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

At the end of each reporting year, a review is undertaken by our modern slavery team to consider the effectiveness of the actions taken in the relevant reporting year and to set the priorities for the following reporting year.

Following our assessment of the effectiveness of the actions taken during this reporting year, we confirm our commitment to improving our knowledge of our supply chain.

**Looking ahead, our key focus for next reporting year includes:**

- ensuring, wherever possible, that new supply agreements include clauses that confirm the commitment of all parties to complying with their modern slavery obligations;
  - reviewing the modern slavery statements of our key suppliers to improve our knowledge of our supply chain risks and understand how these risks are managed; and
  - improving our internal knowledge and understanding of modern slavery (including through policies and training) to ensure we can control our direct impact in our supply chain.
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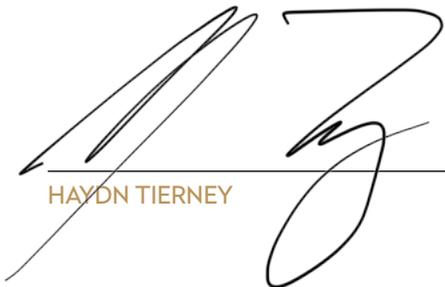


## APPROVAL & SIGNATURE

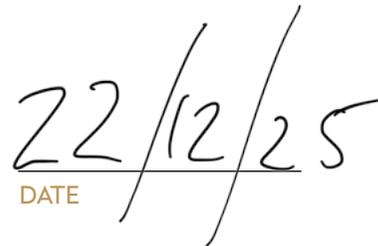
Vantage Fuels Pty Ltd ACN 151 023 040 (**Reporting Entity**) is governed by its two company directors, Mr Mark Tierney and Mr Haydn Tierney (collectively, **Principal Governing Body**).

This Statement has been approved by the Reporting Entity's Principal Governing Body on

Mr Haydn Tierney who is the Managing Director of the Reporting Entity has been appointed by the Principal Governing Body as the Reporting Entity's 'Responsible Member' (as that term is defined in section 4 of the *Modern Slavery Act 2018* (Cth)) (**Responsible Member**).



HAYDN TIERNEY



DATE

This Modern Slavery Statement is approved by the Reporting Entity's Principal Governing Body and is signed by **Haydn Tierney**, Managing Director, in his capacity Responsible Member of the Reporting Entity on the date set out above.

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## ANNEXURE 1 - summary of mandatory criteria from section 16 of the Act for Modern Slavery Statements

MANDATORY CRITERIA	LOCATION IN STATEMENT
Section 16(1)(a) of the Act	Chapter 1 (Reporting Entity)
Section 16(1)(b) of the Act	Chapter 2 & 3 (Structure, operations and supply chain)
Section 16(1)(c) of the Act	Chapter 4 (Risks of modern slavery in our operations and supply chain)
Section 16(1)(d) of the Act	Chapter 5 (Actions, remediation and due diligence)
Section 16(1)(e) of the Act	Chapter 6 (Assessment of effectiveness)
Section 16(1)(f) of the Act	Not applicable (Vantage does not own or control other entities)
Section 16(1)(g) of the Act	Further information is set out in the introduction