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Modern Slavery Statement

For the period of 1 July 2019 to 30 June 2020

Evans Petroleum Gippsland Pty Ltd ABN: 44 007 455 192 (Evans Petroleum)

Introduction

This Modern Slavery Statement covers the activities of Evans Petroleum Gippsland Pty Ltd ABN: 44 007 455 192 (Evans Petroleum) for the period of 1 July 2019 to 30 June 2020.

This inaugural statement, compiled under the *Modern Slavery Act 2018 (Cth)* outlines the actions taken to assess and address modern slavery risks in internal operations and external supply chains, and forms part of a program of commitment to further engagement and development over time.

It is recognised that while Evans Petroleum is at the end of almost all of its supply chains, and is a price taker as opposed to market influencer in almost all of its relationships, all entities have a role to play in respecting human rights and that the actions each entity takes to assess, address, report and engage on these matters, leads to greater awareness and action and thus potentially better outcomes.

About

Industry

Evans Petroleum is part of the downstream petroleum industry. This industry includes;

- Fuel wholesale businesses, who source transport fuels in fuel trucks from terminals and depots to clients on farms, construction sites and service stations, and
- Fuel retail businesses, who retail transport fuels to customers at service stations. There are approximately 7,300 retail fuel sites, or service stations, in Australia

The downstream petroleum industry in Australia is the end of a long supply chain in terms of its key inputs; fuel, fuel truck equipment, fuel storage equipment, fuel pumping equipment, convenience store equipment and product offering.

While to a consumer, particularly at a service station level, the industry appears dominated by large international brands, the reality is that most service stations and fuel transport and depot businesses are independent, family operated businesses, many of which are small to medium in size.

The downstream petroleum industry is categorised by high volumes of sales of fuel, at low margins (ACCC 2020).

For more information on the operation of the downstream petroleum industry see;

- ACAPMA - Australasian Convenience and Petroleum Marketers Association - <https://acapma.com.au/>
- ACCC Financial performance of the Australian downstream petroleum industry 2020-2018, April 2020 - <https://www.accc.gov.au/system/files/Financial%20performance%20of%20the%20Australian%20downstream%20petroleum%20industry%202002%20to%202018.pdf>

Entity

Evans Petroleum is a locally owned family run business and proprietary limited company, with head office at 22 Hughes Street, Leongatha, IVC, 3953.

Founded in 1970 by Reg Evans, operations passed to Stuart Evans in 1989. 41 years on Evans Petroleum is an integrated downstream petroleum entity, with fuel wholesale depots and transport operations as well as fuel retail sites.

Operating 15 retail stores and 3 wholesale locations, Evans Petroleum employs 156 number of staff across head office, retail stores and transport operations and operates over 21 fuel tankers (road).

Supply Chain

Evans Petroleum is at the end of most of the supply chains it participates in and has a policy and operational approach to engage with Australian based entities in the first instance were ever practical to support Australian owned and Australian made.

The operations have variable suppliers based on availability and is supplied from a broad range of industry sub-segments, including the following;

<u>Primary</u>	Fuel Fuel System Equipment Fuel Transport Vehicles Convenience store stock Convenience store Equipment Electricity Water Telecom
<u>Secondary</u>	Fuel Systems maintenance services Fuel Transport Vehicle maintenance service Uniforms Software Promotional coordination service Promotional Materials Office consumables
<u>Tertiary</u>	Subscriptions Legal services Taxation services Business and financial services Waste management services

Evans Petroleum does not import any items from outside of Australia, though it does note that some of its Australian suppliers may do.

Evans Petroleum does not engage any workers or staff from outside of Australia.

Risks of modern slavery practices in operations and supply chains

Internal operations

Evans Petroleum has undertaken to assess the risks of modern slavery in internal operations and they are considered to be low. In addition to the commitment to and compliance with Australian employment and safety laws, which reduces the risk of modern slavery impacts, Evans Petroleum also actively participates in annual independent review of employment and safety compliance audits undertaken by the industry association ACAPMA.

Supply chains

Evans Petroleum is an Australian entity that sources its products and services from exclusively Australian entities and suppliers, reducing the risk of modern slavery practices being present.

Australia's Global Slavery Index is at 0.6 victims of modern slavery for every thousand people, one of the lowest in the world, with the highest risks in sexual exploitation, forced marriage and forced labour. The overall risk level for Australia is Low according to the Global Slavery Index (Global Slavery Index - <https://www.globalslaveryindex.org/2018/findings/country-studies/australia/>)

Assessing and Addressing Risk

Evans Petroleum has, as part of this first modern slavery statement reporting period, undertaken to educate itself and its decision makers about modern slavery, and to develop a plan for assessing risk now and into the future and building and developing the framework for addressing risks.

During the first reporting period Evans Petroleum has;

- Educated itself. This included researching the nature of modern slavery, understanding government guidance, engaging with the industry Association on industry context and specific industry risk points.
- Undertaken an initial risk assessment of internal operations and developed a plan for ongoing assessment, reporting, response and review. Undertaken an initial risk assessment of supply chains and developed a plan for ongoing assessment, reporting response and review. Updated policies to reflect modern slavery considerations.
- Added modern slavery considerations to major supply contracts.

Evans Petroleum has developed a plan to increase the effectiveness of its modern slavery approach for both internal operations and supply chain, this plan includes;

- Internal operations:
 - expanding internal communications on the risks of modern slavery,

- expanding training on the risks of modern slavery to other leaders in the operation,
 - communication of modern slavery statement to all staff,
 - communication of internal confidential reporting mechanisms already in place and their availability for reporting modern slavery concerns,
 - continuing with annual external employment and safety compliance auditing,
 - annual internal risk questionnaire and the addition of modern slavery considerations to safety and compliance meetings, and
 - quarterly executive review of risks in operations and review of internal confidential reporting mechanisms.
- Supply Chain:
 - expanding the risk assessment to include supplier questionnaires to identify product origin and product origin risk factors,
 - specifying modern slavery considerations in major supply contracts,
 - reviewing the Modern Slavery Statements of major suppliers (once published), and
 - engaging with the industry association to addressing any specifically identified areas of concern in the broader supply chain.

Any claims or instances of modern slavery will be addressed in confidentiality and in concert with advice from the industry association and government. Evans Petroleum recognises that we are not equipped to handle instances on our own.

Assessing Effectiveness

Evans Petroleum is committed to reviewing the approach to modern slavery and all associated processes, policies and communications. The addition of modern slavery to the quarterly executive meetings and all safety meetings, in addition to the specific modern slavery statement preparation process ensures ongoing review of systems and effectiveness.

In addition, over time, reporting on; the number of complaints received and resolved, the proportion of management and leaders trained in modern slavery and the engagement with suppliers on modern slavery will allow for the assessment of the effectiveness of the approach.

Consultation

Evans Petroleum has no associated entities, as such consultation on this statement was conducted entirely internally and it was approved by each director prior to publication.

Other Items

This statement is the first for Evans Petroleum. It is recognised that this is a starting point for a broader engagement, assessment and communication program and that further steps will be required in the future and Evans Petroleum is committed to taking the steps required to do its small part in combating modern slavery.

This statement was approved by Stuart and Jenene Evans the Directors of Evans Petroleum Gippsland on 29 March 2021.

A handwritten signature in black ink, appearing to read 'Stuart Evans', written in a cursive style.

Stuart Evans

Managing Director

29 March 2021