



Introduction

This Modern Slavery Statement covers the activities of Wessel Family Pty Ltd ACN: 009 749 044 ABN: 24 009 749 044 and trading company Wessel Petroleum Pty Ltd ACN: 054 320 991 ABN: 46 054 320 991 (hereafter Wessel Petroleum) for the period of 1 July 2023 to 30 June 2024.

This 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 Wessel 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

Wessel Petroleum is part of the petroleum industry. Wessel Petroleum operates 19 service stations in throughout Queensland. 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).

Entity

Wessel Petroleum is a locally owned and operated family business and proprietary limited in structure. Head office is located at; 5 Whittred Street Bundaberg QLD.

Wessel Petroleum is a locally owned and operated family business since 1947. With 19 Service Stations & 2 Blitz Car Spa's in the network, which range from highway service centres, multi-bay carwash sites, to your humble corner service station. Servicing an

area expanding in Queensland, from far north to Townsville, out west to Kingaroy and down south to Caloundra, the sites offer fuel, a vast range of convenience items, snacks, barista coffee and delicious food at the café's instore.

Focused on retail operations, Wessel Petroleum network includes 19 service stations, 18 of which are directly in the control of Wessel Petroleum and one that is operated on a Commission Agent structure, where the Commission Agent business operates the onsite shop, employs and manages all staff, and receives a commission to sell the fuel that is owned, controlled and priced by Wessel Petroleum.

Employing 255 direct staff in head office and site operations in Australia, and the business hosts 13 Labour Hire Employees under the Pacific Islands Palm Scheme. We are pleased to host employees from Fiji and the Solomon Islands. Wessel Petroleum is also an approved employer under the palm scheme and welcomed our first 7 fujian employees under our palm scheme approved employer licence. The business worked with the Fijian government to coordinate bringing the workers over to Australia, and ensures these workers are cared for not only while at work but entirely during their time in Australia. These Palm Scheme workers are treated equally to our local resident workers and are paid the exact same and have the exact same entitlements as our local resident Australian workers. Whether that payment is by our labour hire or direct employer Wessel Petroleum ensure these workers are entitled to the same workplace entitlements as any other worker in the business.

Supply Chain

Wessel 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 Convenience store stock Convenience store equipment Electricity Water Telecom Commission agent store
<u>Secondary</u>	Fuel systems maintenance services Uniforms Software Promotional coordination service Promotional materials Office consumables
<u>Tertiary</u>	Subscriptions Legal services Taxation services Business and financial services Waste management services

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

Wessel Petroleum does not employ or engage any workers or staff outside of Australia.

Risks of modern slavery practices in operations and supply chains

Internal operations

Wessel 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, Wessel Petroleum also actively participates in a 2 yearly independent review of employment and safety compliance audits undertaken by the industry association ACAPMA. Wessel Petroleum is also monitored as part of the review with their main fuel provider BP Australia. Wessel Petroleum commits to its high standards of business procedures and ensuring all employees are cared for in accordance with the Fair Work Australia guidelines.

Our commitment to ethics, human rights and strong corporate governance is a key driver of our business strategy. Therefore, Protection of human rights is the core of Wessel Petroleum's circle of values and embodies our commitment to uphold interest of our clients, employees, partners, suppliers and all our stakeholders. Wessel Petroleum's code of Conduct that applies to all employees and suppliers outlines the principles that also includes prohibition of forced labour and child labour and expect all suppliers of goods and services to Wessel Petroleum to ensure they do not indulge in any such practices.

Commission agent arrangements

Wessel Petroleum does not have any commission agent arrangements.

Supply chains

Wessel 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.

Assessing and Addressing Risk

Wessel Petroleum has, as part of this 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 this and future and reporting period Wessel Petroleum has;

- Build on the learnings from prior years
- Develop learnings internally including communications to management, supply chains and staff.

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

Internal operations:

- quarterly executive review of risks in operations and review of internal confidential reporting mechanisms.
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,
- annual internal risk questionnaire and the addition of modern slavery considerations to safety and compliance meetings

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

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

Assessing Effectiveness

Wessel 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 and Approval

Wessel Petroleum has no associated entities other than direct control family entity, as such consultation on this statement was conducted entirely internally and it was approved by the principle governing body for the reporting entity, being the Board of Directors on 9th September 2024 and is signed by Amanda Coates as duly appointed

responsible member of the governing body of the reporting entity holding the position of Director.

Wessel Petroleum is committed to taking the steps required to do its small part in combating modern slavery.

A handwritten signature in black ink that reads "A Coates". The signature is written in a cursive, flowing style.

Amanda Coates

Director

10th September 2024