



modern slavery statement 2025

Chevron Australia Downstream Holdings Pty Ltd, Chevron Australia Downstream Pty Ltd,
Chevron Australia Products Pty Limited, and Chevron Australia Downstream Fuels Pty Ltd

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1 Introduction

The *Modern Slavery Act 2018* (Cth) requires certain entities operating in Australia to disclose their efforts to address the risks of modern slavery in their business operations and supply chains and the actions taken to assess and address those risks.

This Modern Slavery Statement (**Statement**) is made jointly by:

- Chevron Australia Downstream Holdings Pty Ltd (ACN 637 003 662) (**CADHPL**)
- Chevron Australia Downstream Pty Ltd (ACN 637 005 059) (**CADPL**)
- Chevron Australia Products Pty Limited (ACN 147 978 890) (**CAPPL**)
- Chevron Australia Downstream Fuels Pty Ltd (ACN 009 644 151) (**CADFPL**)

(together, the **Reporting Entities**) for the reporting period 1 January 2025 to 31 December 2025 (**Reporting Period**). The Reporting Entities are indirect subsidiaries of Chevron Corporation. Unless otherwise stated, disclosures made in this Modern Slavery Statement do not include the operations, assets or activities of Chevron Corporation or any of its other subsidiaries.

2 The structure, operations and supply chains of the Reporting Entities

2.1 Corporate Structure

CADHPL is a company limited by shares, incorporated and domiciled in Australia. Its registered office is C/- Mallesons, Governor Phillip Tower, Level 61, 1 Farrer Place, Sydney, NSW, 2000. CADHPL is the holding company for CADPL.

CAPPL is a wholly owned subsidiary of CADPL. Its registered office is c/- Boardroom Pty Ltd, Level 8, 210 George Street, Sydney, NSW, 2000. CADFPL is a wholly owned subsidiary of CAPPL.

The Reporting Entities and their subsidiaries are collectively referred to in this Statement as “**Chevron Australia Downstream**”. When we refer to “**we**” or “**our**” in this Statement it is a reference to Chevron Australia Downstream.

2.2 Operations

The Reporting Entities’ principal operations are the procurement, storage, distribution, marketing and sale of petroleum products and operation of retail service stations, cafes and restaurants. A high-level overview is set out below:



Procurement / Supply

Refined petroleum products, including fuels and lubricants, are sourced and imported from CADFPL’s fuel suppliers’ international refineries, which are transported by CADFPL’s fuel suppliers to CADFPL’s bulk fuel storage terminals in Australia. CADFPL also sources fuel and lubricant products domestically.



Storage

Petroleum products are stored at our seaboard import terminals and in-land storage depots. CADFPL owns or has access agreements for a national infrastructure network comprising seaboard import terminals, storage tanks, and depots positioned in key locations across metropolitan and regional Australia.



Distribution

Petroleum product is transported from import terminals and depots to CADFPL's commercial customers and service station sites across Australia by CADFPL's road transport suppliers.



Fuels and Lubricant Marketing

Fuel and lubricant products are marketed and sold through the Chevron Australian Downstream retail network of company-operated and retailer-operated service station sites, predominantly operated under the Caltex brand.



Fuel and lubricant products are supplied directly to commercial customers spread across the mining and resources, agriculture, construction, transport, marine bunkering and aviation industries.

CADPL operates two main business segments – retail and commercial – and provides management and support functions through its corporate business unit.



Retail

Fuel products are marketed and sold to retail customers through the Chevron Australian Downstream network of around 377¹ retail service station sites, predominantly operated under the Caltex brand. CADFPL operates 172 of the retail service station sites – 168 as company-owned and operated (**COCO**) and 4 as company-owned, retailer-operated (**CORO**) business models. There were also approximately 205 retailer-owned and operated (**RORO**) sites licensed to operate under the Caltex brand by way of supply and branding arrangements. In addition to the sale and marketing of fuel products, the COCO retail network provides multiple non-fuel offerings through its convenience stores, cafes and restaurant formats, which allow the sites to extend our customer offer to include takeaway and packaged food and snacks, household grocery, tobacco, hot and cold beverages, confectionary, car washes and ATMs.



B2B and Commercial

We manage and operate key seaboard import terminals, and unmanned fuel facilities. CADFPL supplies fuel, oils and lubricant products, fuel equipment and related services to commercial customers in the mining and resources, agriculture, construction, transport, marine bunkering, and aviation industries.



Corporate

Other business units within the Reporting Entities' operations include Corporate Affairs and Marketing, Property and Asset Management, Project Management & Engineering, Business Development, HSE, and support functions including Customer Service, Finance, Supply Chain, HR, IT, Legal and Compliance.

¹ These figures are as of December 2025.

CAPPL also has a non-operated joint venture interest in Fuel Distributors of Western Australia Pty Ltd (**FDWA**). FDWA is one of Western Australia's largest distributors of bulk fuels and lubricants to Perth and rural Western Australia, supporting CADFPL's logistics activities in Western Australia and supporting the majority of retail fuel movements from terminal to CADFPL's retail network. FDWA also independently operates nine retail service station sites in the CADFPL retail network.

Caltex is a global brand owned by Chevron Corporation. During 2022-25, CADFPL commenced rebranding Puma Energy retail service stations to Caltex, opening new Caltex retail service stations, as well as transitioning selected COCO and CORO sites to RORO sites. The national rebranding program was finalised on 30 June 2025 when Chevron Australia Downstream's exclusive brand licence to use the Puma Energy brand ended.

CAPPL's subsidiaries directly employed approximately 1,871² personnel (consisting of employees, labour-hire and contractors) across the business during the Reporting Period.

- Approximately 1,751 of the total personnel were retail service station site staff employed as site or assistant site managers, console operators and kitchen supervisors within the COCO retail network throughout Queensland, Western Australia, South Australia, New South Wales, and Victoria.
- The remaining approximately 120 personnel, were located in Queensland, Western Australia, New South Wales, and Victoria, and included oil and gas industry professionals employed in engineering, operations, logistics, sales, professional and administrative disciplines.

² These figures are as of December 2025.

2.3 Supply chains

The Reporting Entities' supply chain personnel are based in Brisbane, Queensland. Additionally, wholly owned subsidiaries of Chevron Corporation that are indirect affiliates of CADPL provide supply chain contract administration and other services to the Reporting Entities under service agreements.

During the Reporting Period, the Reporting Entities engaged approximately 837 first-tier suppliers, being suppliers with a direct supply contract with a Reporting Entity, with a total procurement spend of approximately \$AUD3.3 billion. The following table provides a high-level overview of industry categories relevant to the Reporting Entities' supply chains.

Category	Supply Chain	Reporting Entity
Procurement, Storage and Distribution of Petroleum Products	• Petroleum product supply, including fuel, lubricants, biofuels, additives	• CADFPL
	• Shore based facilities & operations	• CADFPL
	• Road transport services	• CADFPL
	• Customs Brokerage / Warehousing / Freight Forwarding	• CADFPL
Terminal Operations	• Technology hardware	• CADFPL
	• Manufacturing	• CADFPL

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	• Major services contractors / consultants	• CADFPL
	• Operations Maintenance	• CADFPL
	• Facilities Engineering	• CADFPL
	• Environmental services	• CADFPL
	• Materials	• CADFPL
	• Real estate and facilities	• CADFPL
	• Safety clothing, uniforms and equipment	• CADFPL
Commercial and Logistics Operations	• Fuel equipment	• CADFPL
	• Fuel technology hardware	• CADFPL
	• Road transport services	• CADFPL
	• Major services contractors	• CADFPL
	• Safety clothing, uniforms and equipment	• CADFPL
Retail Operations	• Construction services	• CADFPL
	• Manufacturing	• CADFPL
	• Facility management / maintenance	• CADFPL
	• Major services contractors / consultants	• CADFPL
	• Commercial real estate and facilities	• CAPPL & CADFPL
	• Environmental services	• CADFPL
	• Fuel equipment	• CADFPL
	• Safety clothing, uniforms and equipment	• CADFPL
	• Convenience store equipment	• CADFPL
	• Kitchen and café equipment	• CADFPL
	• Packaging, including plastic and paper bags, plastic food containers, coffee cups, coffee trays	• CADFPL
	• Convenience and non-fuel products, including food and household groceries, general merchandise, technology items, automotive products, telecommunications, tobacco, beverages, magazines, newspapers, pre-paid and gift cards	• CADFPL
	• Utilities, including electricity, water	• CADPPL & CADFPL
Corporate Overheads	• Professional services, including financial, legal, medical, insurance and HR services	• CADPL & CADFPL
	• IT infrastructure support, software and hardware	• CAPPL & CADFPL
	• Safety clothing, uniforms and equipment	• CADFPL
	• Telecommunications	• CAPPL & CADFPL
	• Recruitment and labour hire	• CADPL & CADFPL
	• Office services and equipment	• CADFPL
	• Property development and leasing	• CAPPL

	Marketing and advertising, including promotional materials and goods	CADPL & CADFPL
	Travel and accommodation	CADPL
	Facilities management / maintenance	CADPL

The majority of the Reporting Entities' first-tier suppliers are Australian domiciled entities, supplying products and services from Australia and other jurisdictions – the primary exception being the suppliers of petroleum products which are sourced from the Australian and international oil majors, as well as through Chevron Corporation's integrated supply chain. Outside of Australia, our suppliers are mainly domiciled in jurisdictions including, New Zealand, Singapore, Hong Kong, South Korea, Germany, Iceland, Belgium, Japan, China, Taiwan, Malaysia, India, Brunei, South Africa, Netherlands, the United Kingdom, and the United States.

Selected suppliers are required to have their subcontractor selection and management processes reviewed as part of the Reporting Entities' due diligence process before a contract commences.

A number of suppliers that contract with the Reporting Entities have broader contractual relations with Chevron Corporation or its other subsidiaries.

Across CADFPL's COCO retail network, the majority of goods and services available to customers are procured and managed centrally by CADFPL. CORO and Caltex branded RORO sites have the option to procure the same products as COCO sites by independently contracting with CADFPL's suppliers, as well as having the option to directly procure and sell their own goods and services to their customers through their own independent supply chain relationships. This Statement does not cover the CORO or RORO sites' independent supply chain relationships.

3 Risks of modern slavery practices

3.1 In operations

The Reporting Entities believe their operational modern slavery risk is low based on workforce composition, recruitment controls, contractual labour arrangements and their internal compliance processes. Most of the Reporting Entities' employees are employed directly on permanent or casual contracts. The Reporting Entities' employees and contingent labour workforce are predominantly oil, gas and logistics industry professionals, administrative professionals and retail service station site staff, located in Queensland, Western Australia, South Australia, New South Wales, and Victoria.

As a result of existing processes and practices, including recruitment, remuneration and compliance programs, the Reporting Entities believe that there is a low risk of modern slavery in their own workforce. Similarly, the Reporting Entities believe modern slavery risks are low within their contingent labour workforce because it is supplied by global and national agencies who are required to comply with domestic and international laws and are subject to due diligence reviews as well as contractual controls.

Retail Network

While the COCO retail network contains a large casual workforce, the Reporting Entities believe modern slavery risks are low within their COCO workforce because the same recruitment, remuneration, and compliance programs described above apply

to COCO personnel.

None of the employees in the CORO and RORO networks are employed directly by the Reporting Entities, with the exception of the sites independently operated by FDWA. The full-time, part-time and casual employees working at CORO and RORO sites are hired and employed directly by the entities operating these retail sites, which means that the Reporting Entities do not have control or complete visibility over these employees or their employment terms – how we manage these risks is described further below in section 4.3.

CADFPL is also responsible for selecting preferred products that its CORO retail partners may or may not use. Those suppliers are common to CADFPL's supply chain – these risks are described further below in section 3.2.

3.2 In supply chains

During the Reporting Period, the Reporting Entities continued to focus on selected higher risk first-tier suppliers. This approach reflects a risk-based allocation of resources and does not assume the absence of modern slavery risks beyond first-tier suppliers and approved subcontractors.

In previous years, the Reporting Entities identified the following industry sectors as having higher inherent risk of modern slavery in contracting with suppliers:

- Road transport services
- Third party shipping, logistics and warehousing
- Construction services / materials
- Vehicle materials – Tyres
- Technology hardware
- Labour hire / outsourcing
- Services – catering / cleaning
- Facilities management / maintenance
- Clothing / uniforms / personal protective equipment
- Tobacco
- Confectionary
- Coffee
- Bakery
- Fresh food / food on-the-go

No additional supplier categories were identified as having the potential for higher modern slavery risks during this Reporting Period.

The Reporting Entities will continue to prioritise the assessment of first-tier suppliers that fall within these categories. During the Reporting Period, the Reporting Entities issued self- assessment questionnaires to selected existing first-tier suppliers within these categories in order to better understand their individual modern slavery risks and how they were managing those risks. The responses to these questionnaires did not raise any material concerns regarding the Reporting Entities' modern slavery risk management processes. The use and evaluation of supplier self-assessment questionnaires is under review and will be ongoing.

Modern slavery risks may also exist in the supply chain behind the fuel that is procured from third party suppliers. The risks in the sector have been reported to be linked particularly in relation to fuel shipping where seafarers may be exposed to extensive working hours and at times, harsh or unacceptable working conditions.

4 Our approach to assessing and addressing modern slavery risks

4.1 Reporting Entities' principles and policies

The Reporting Entities have adopted certain policies of Chevron Corporation, as applicable to their operations and to the extent consistent with applicable law.

The Reporting Entities maintain key policies and processes that are relevant to our approach to modern slavery. Many of these policies are the subject of periodic training for our employees and key contractors.

Reporting Entity Policy or Process	Relevance to Modern Slavery	Measure
Chevron Corporation Business Conduct & Ethics	Outlines expectations & commitments to achieve safe, reliable operations with integrity. Links to other key policies and processes such as the Chevron Corporation Hotline and Human Rights Policy	Available in multiple languages. Annual mandatory training, as requested for all employees and key suppliers & contractors. Accessible on Chevron Corporation website
Chevron Corporation Business Conduct & Ethics Expectations for Suppliers & Contractors	Outlines expectations & commitments to achieve safe, reliable operations with integrity. Links to other key policies and processes such as the Chevron Corporation Hotline and Human Rights Policy	Documented and shared with all new suppliers being set up in the Reporting Entities' systems Included in sourcing events
Chevron Corporation Human Rights Policy	The Human Rights Policy commits to respect human rights as set out in the United Nations Universal Declaration of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as adhere to the principles set out in the United Nations Guiding Principles on Business and Human Rights, the Voluntary Principles on Security and Human Rights and the International Finance Corporation's Performance Standards	Online training for employees and contractors accessing Reporting Entities' assets.
Chevron Corporation Hotline	Mechanism to allow reporting of any suspected violations of laws or policies, including any suspected Modern Slavery violations	Shared with all new suppliers being set up in the Reporting Entities systems

Chevron Australia Downstream's Whistleblowing Policy has also been adopted by the Reporting Entities.

4.2 Managing supply chain risk

The Reporting Entities' standard supplier agreements require their suppliers and contractors to comply with all applicable laws, which includes laws regarding slavery and human trafficking of the country or countries in which they are doing business. The agreements also confer on the relevant Reporting Entity's various audit rights.

The Reporting Entities expect their suppliers and contractors to conduct their business in a manner that protects people and the environment and comply with all applicable Reporting Entities' policies and requirements and all applicable laws and

regulations, including those related to environment, health, and safety. The Reporting Entities also expect their suppliers and contractors to respect human rights, align with applicable international standards, and adhere to the spirit and intent of the Human Rights Policy. Suppliers are expected to adhere to the International Labour Organization's (ILO) Fundamental Principles and Rights at Work. These principles include the freedom of association, the right to collective bargaining, the elimination of forced and compulsory labour, the abolition of child labour, and the elimination of discrimination in the workplace.

These expectations are communicated through a variety of channels, including tenders and supplier due diligence documents, supplier agreements and the Business Conduct and Ethics Expectations for Suppliers and Contractors.

The Reporting Entities have in place a supplier qualification and compliance process that requires suppliers to attest to their ability to meet the Reporting Entities' requirements in relation to a number of areas. Elements of this process include Finance, Compliance, Data Privacy, Cyber Risk Management and employment conditions. All first-tier suppliers need to be approved via this process before they can commence direct supply to the Reporting Entities.

The Reporting Entities follow Chevron Corporation's Operational Excellence Management System (**OEMS**) which puts into action the value of protecting people, assets, communities and the environment. OEMS includes Chevron Corporation's Contractor Operational Excellence Management (**COEM**) process, which assists the Reporting Entities to manage operational excellence / Health, Safety and Environment (HSE) risks (including modern slavery related risks) from contracted activities. The COEM process seeks to establish clear accountabilities, ensure active engagement of contractors, and provide a consistent COEM program to help prevent serious incidents and fatalities and high-consequence events involving contractors. Through this process, the Reporting Entities work with suppliers to increase accountability and continually improve performance.

Under the COEM Process, the Reporting Entities are also empowered to solicit information from potential suppliers at the pre-award stage related to forced labour risks and to confirm internationally recognised labour standards are in place and to follow-up on those risks as warranted post-award, depending on the business location and industry.

Contingent labour contract workers working directly under the Reporting Entities' guidance are outside the scope of the COEM Process but are covered by the Human Rights Policy, Business Conduct and Ethics Code and are required to complete the same computer-based training on these policies.

4.3 Managing operational risk

As described above in section 3.1, the Reporting Entities do not have control or complete visibility over the CORO employees or their employment terms, however, we have a workplace compliance program (**Compliance Program**) in place where we engage with those retailers to promote awareness of their obligations under employment laws and the implications of non-conformance. The Compliance Program includes contractual obligations to comply with workplace laws, access to an independent advisory service where retailers can obtain free preliminary advice on workplace-related matters, a dedicated confidential helpline for CORO employees to raise potential contraventions of employment laws, and an audit program to assess whether the CORO retailers are complying with their obligations under employment laws.

As in previous reporting years, the Reporting Entities engaged a third party to conduct a compliance audit to help ensure CORO retailers were meeting their obligations under relevant employment laws. Two CORO retailers had satisfactory audits with no modern slavery concerns identified during the audit process. The two other CORO sites did not complete the audit process in 2025. All CORO retailers will be re-audited during 2026.

The Reporting Entities have established a similar Compliance Program for RORO retailers, which includes contractual obligations on the retailer to comply with workplace laws and to engage an independent third party to conduct an employment compliance audit, validation checks to assess the RORO retailer's compliance with their contractual obligations, and a dedicated confidential helpline for RORO employees to raise potential contraventions of employment laws. The scope of the audit primarily covers issues related to payment/underpayment, superannuation, taxes, hours of work, leave entitlements and protections for vulnerable workers such as young workers and those on temporary visas. During the Reporting Period, all RORO retailers were sent a reminder of their obligation to engage an agreed independent third-party to perform an employment compliance audit.

The Reporting Entities received certificates of confirmation from 58 RORO retailers that their audit had been completed. All RORO retailers will be reminded of their obligation to engage an independent third-party to perform an employment compliance audit during 2026.

4.4 Training

Training is important to operationalising the Reporting Entities' commitment to respecting human rights. Efforts are undertaken to build awareness of the Human Rights Policy amongst directors, officers, and employees.

Training is provided to the individuals and functions most likely to encounter issues related to human rights. The Reporting Entities' human rights training is provided via computer-based training that targets key functions and includes compulsory training in relation to the Business Conduct and Ethics Code, which incorporates respect for human rights. Those key functions include operations, supply chain, shipping, human resources, legal and compliance.

4.5 Grievance Hotline

Employees, suppliers, contractors and external stakeholders may communicate any concerns to the Chevron Corporation Hotline (Chevron Hotline), which is available 24 hours a day, seven days a week in multiple languages. The Chevron Hotline provides a direct, effective and risk-free way to report suspected violations of the Business Conduct and Ethics Code, corporate policies, and applicable laws or regulations. Modern slavery concerns are reportable via the Chevron Hotline.

All reports whether via email or online are received in a central intake location for Chevron Corporation. Reports are triaged and identified by location and for Australia are shared to the relevant HR team and relevant functions for investigation.

During the Reporting Period, the Reporting Entities did not receive reports of modern slavery compliance exceptions to the Chevron Hotline in relation to their operations.

4.6 Response and Remediation

If modern slavery risks or incidents are identified, the Reporting Entities would engage relevant business partners, identify and implement appropriate and necessary corrective actions, and escalate matters via governance and contractual processes as appropriate.

5 Assessing the effectiveness of our actions

In 2026, the Reporting Entities will continue to focus their efforts on the following activities:

- review and update the current modern slavery supplier questionnaires and review how they may be utilised, with priority on suppliers from high-risk supply chain category based on top spend in 2025
- continue to increase Supply Chain personnel's awareness and understanding of modern slavery, strategies to manage the risk, and relevant reporting obligations
- continue to monitor the workplace compliance program for RORO retailers to help ensure they are meeting their contractual obligations relating to compliance audits and their obligations under relevant Australian employment laws
- continue to maintain the workplace compliance program for CORO retailers to help ensure they are meeting their obligations under relevant Australian employment laws. Review the results of the audits and identify where further due diligence for modern slavery risks may be required.

The Reporting Entities consider an effective response to modern slavery risk management includes:

- engaging with personnel and suppliers to set expectations and build awareness through training, performance management, due diligence and contractual mechanism
- continued implementation and refinement of governance, escalation and due diligence processes
- responding to any identified modern slavery incidents
- progressing the Reporting Entities' 2026 plans for continuous improvement.

The Reporting Entities will evaluate effectiveness by:

- the quality of their modern slavery risk identification and management measures implemented
- the level of supplier engagement and understanding of modern slavery risks and the Reporting Entities' relevant processes and policies
- percentage of personnel that complete modern slavery-related internal training or participate in relevant industry events or opportunities
- the volume of issues or incidents raised or identified as part of its modern slavery processes and the Reporting Entities' responses.

6 Engagement

The Reporting Entities drafted this statement with the input of representatives from a number of functions including Supply Chain, Human Resources, Legal and Compliance. Each of these functions has Australia-wide responsibility, including each of the Reporting Entities and their owned or controlled entities (to the extent those entities are relevant to their function).

All of the Reporting Entities and their owned or controlled entities operate under a common set of policies and procedures and are managed by the same General Manager and Executive Leadership Team in Australia. The Reporting Entities also share a number of common directors.

In addition to this common leadership, consultation on the contents of this Modern Slavery Statement also involved consultation with all of the Reporting Entities and their owned or controlled entities by virtue of senior managers who have Australian group-wide responsibility, including for each of the Reporting Entities and their owned or controlled entities.

7 Approval

This statement was approved by the board of directors of each of the Reporting Entities on 23 June 2026.



Dean Barry Gilbert

Director, Chevron Australia Downstream Holdings Pty Ltd



Dean Barry Gilbert

Director, Chevron Australia Downstream Pty Ltd



Dean Barry Gilbert

Director, Chevron Australia Products Pty Limited



Dean Barry Gilbert

Director, Chevron Australia Downstream Fuels Pty Ltd

Reporting Criterion	Page
1 & 2. Identify the reporting entity and describe its structure, operations and supply chains	3
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities the reporting entity owns or controls	7
4. Describe the actions taken by the reporting entity and any entities that the reporting entity owns or controls to assess and address these risks, including due diligence and remediation processes	9
5. Describe how the reporting entity assesses the effectiveness of actions being taken to assess and address modern slavery risks	12
6. Describe the process of consultation with any entities the reporting entity owns or controls	13
7. Any other relevant information	N/A