



## **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 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 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 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***

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 227 direct staff in head office and site operations in Australia.

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

### ***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 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.

## **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 annual independent review of employment and safety compliance audits undertaken by the industry association ACAPMA.

### **Commission agent arrangements**

Wessel Petroleum partners with one other business who operates sites as part of the entity network in a Commission Agent arrangement. Not technically a franchise arrangement, it is nonetheless similar in that there is a connection of branding, however the retail fuel site that is a commission agent does not own the fuel, their business simply receive a commission for selling the fuel on behalf of Wessel Petroleum. This separate businesses engages, pays and manages their own staff. While separate businesses it is recognised that they pose a risk of modern slavery connected to Wessel Petroleum and as such special engagements and requirements, including requirement to comply with all laws and the proactive requirement to provide evidence of annual independent audit of employment and safety compliance, has been undertaken as a matter of course in the relationship.

### **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.

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**

Wessel 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 Wessel 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.

Wessel 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. 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 2 February 2021 and is signed by Amanda Coates as duly appointed responsible member of the governing body of the reporting entity holding the position of Director.

### **Other Items**

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



Amanda Coates

Director

30/03/2021