



Rear, 1400 Dandenong Road, Oakleigh VIC 3166
T (+613) 9568 1334 F (+613) 9568 1295 W www.jasbe.com.au

Modern Slavery Statement

Introduction

This Modern Slavery Statement covers the activities of Greanacre Pty Ltd trading as Jasbe Petroleum, which, for the purposes of Modern Slavery Reporting includes;

- Gladfield Petroleum Pty Ltd (Canowindra) Atf Gladfield Petroleum Unit Trust 57 669 859 373
- Gladfield Petroleum Pty Ltd (Lithgow) Atf Gladfield Petroleum Unit Trust 57 669 859 373
- Gladfield Petroleum Pty Ltd (Muswellbrook) Atf Gladfield Petroleum Unit Trust 57 669 859 373
- Gladfield Petroleum Pty Ltd (Scone) Atf Gladfield Petroleum Unit Trust 57 669 859 373
- Gladfield Petroleum Pty Ltd (New Lambton) Atf Gladfield Petroleum Unit Trust 57 669 859 373

- Jasbe Baulkham Hills Pty Ltd As The Trustee for Jasbe Baulkham Hills Unit Trust 71 898 154 653
- Jasbe Bondi Pty Ltd As The Trustee for Jasbe Bondi Unit Trust 23 071 391 492
- Jasbe St Marys Pty Ltd As The Trustee for Jasbe St Marys Unit Trust 40 255 239 380
- Jasbe NSW Pty Ltd (Croydon Park) As The Trustee for Jasbe New Trust 98 988 065 741
- Jasbe Dundas Pty Ltd As The Trustee for Jasbe Dundas Unit Trust 48 223 996 981
- Jasbe Heatherbrae Pty Ltd As The Trustee for Jasbe Heatherbrae Unit Trust 93 952 210 032
- Jasbe Kurmond Pty Ltd As The Trustee for BP Kurmond Unit Trust 65 038 103 159
- Jasbe NSW Pty Ltd (Lane Cove) As The Trustee for Jasbe New Trust 98 988 065 741
- Jasbe NSW Pty Ltd (Lansvale) As The Trustee for Jasbe New Trust 98 988 065 741
- Jasbe Manly Pty Ltd As The Trustee for Jasbe Manly Unit Trust 15 214 210 958
- Jasbe NSW Pty Ltd (Normanhurst) As The Trustee for Jasbe New Trust 98 988 065 741
- Jasbe Oakes Pty Ltd As The Trustee for Jasbe Oakes Unit Trust 16 430 309 551
- Jasbe Rose Bay Pty Ltd As The Trustee for Jasbe Rose Bay Unit Trust 26 229 244 586
- Jasbe Seven Hills Pty Ltd As The Trustee for Jasbe Seven Hills Unit Trust 43 681 205 844
- Jasbe Silverwater Pty Ltd As The Trustee for BP Silverwater Unit Trust 87 610 018 581
- Jasbe Surry Hills Pty Ltd As The Trustee for Jasbe Surry Hills Unit Trust 84 453 351 138
- Jasbe NSW Pty Ltd (Tower) As The Trustee for Jasbe New Trust 98 988 065 741
- Jasbe Warwick Farm Pty Ltd As The Trustee for Jasbe Warwick Farm Unit Trust 71 029 750 164

- Jasbe Frankton Pty Ltd As The Trustee for Jasbe Frankston Unit Trust 70 853 412 527
- Jasbe Bundoora Pty Ltd As The Trustee for Jasbe Bundoora Unit Trust 98 131 675 080
- Jasbe Caldermeade Pty Ltd As The Trustee for Jasbe Caldermeade Unit Trust 43 220 382 280
- Jasbe Holdings Pty Ltd As The Trustee for Jason Be Family Trust 63 006 566 103
- Jasbe Epping Pty Ltd As The Trustee for Jasbe Epping Unit Trust 88 658 462 288
- Jasbe Fernhill Pty Ltd As The Trustee for BP Fernhill Unit Trust 44 395 567 832
- Jasbe Investments Pty Ltd As The Trustee for Jason Be Investment Trust 92 357 647 104
- BP Leakes Pty Ltd As The Trustee for BP Leaks Unit Trust 44 587 195 639
- Jasbe Malvern Pty Ltd As The Trustee for BP Malvern Unit Trust 81 702 436 773
- Jasbe North Cranbourne Pty Ltd As The Trustee for Jasbe North Cranbourne Unit Trust 54 827 414 625
- Jasbe Plantation Pty Ltd As The Trustee for Jasbe Plantation Trust 94 926 714 956

• Jasbe Point Cook Pty Ltd As The Trustee for Jasbe Point Cook Unit Trust	71 537 854 788
• Jasbe Rooksby Pty Ltd As The Trustee for Jasbe Rooksby Trust	51 950 987 574
• Jasbe Seaford Pty Ltd As The Trustee for Jasbe Seaford Trust	58 665 713 015
• Jasbe Skye Pty Ltd As The Trustee for BP Skye Unit Trust	97 560 625 415
• Jasbe Cranbourne Pty Ltd As The Trustee for BP Cranbourne Unit Trust	12 139 840 266
• Jasbe Tarneit Pty Ltd As The Trustee for BP Tarneit Unit Trust	94 909 331 471
• Jasbe Westernport Pty Ltd As The Trustee for Jasbe Westernport Unit Trust	49 515 923 800
• Jasbe Williams Landing Pty Ltd As The Trustee for Jasbe Williams Landing Unit Trust	58 281 990 839
• Jasbe Wyndham Vale Pty Ltd As The Trustee for BP Wyndham Vale Unit Trust	71 063 504 522
• Jasbe Shepparton Pty Ltd As The Trustee For Jasbe Shepparton Unit Trust	28 671 426 102
• Jasbe Creswick Pty Ltd As The Trustee for Jasbe Creswick Unit Trust	13 583 397 351

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 Greanacre Pty Ltd 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

Greanacre Pty Ltd 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 -

Entity

Greanacre Pty Ltd is proprietary limited company that is locally owned and operates small to medium size petroleum retail business, head officed at 1400 Dandenong Road, Oakleigh, VIC, 3166.

About Us

Jasbe Petroleum was established in 1992 and comprises a number of individually Australian owned companies focused on delivering quality fuel and consumer products with the highest standard of customer service.

We support our sites by providing comprehensive administration services. Re-development is a key driver within our business and we pride ourselves in keeping our sites modern. Our larger sites accommodate tenants including McDonalds, KFC, Subway, Hungry Jacks Red Rooster and Carls Jnr.

The Coffeetime brand was introduced by Jasbe Petroleum in 2000 and now operating in over 30 of our locations to cater for our customer's ever increasing desire for high grade beans and barista made coffee.

We support charity organisations including, community programs, school fundraising and local sporting clubs.

- Salvation Army Anzac Day Appeal
- Remembrance Day Red Poppy Appeal

We have contributed to BP's \$1,000,000 donation to the McGrath Breast Cancer Foundation Research.

Our Major Suppliers include:

- Coca Cola
- Schweppes
- Red Bull
- Lion Dairy & Drinks
- Parmalat
- Streets
- Metcash
- The Smiths Snackfood Company
- VMO - Val Morgan Outdoor
- PFD Fresh
- Procaffé
- Telstra
- Optus
- Castrol
- Repco
- Kleenheat

Our sites offer:

- Friendly relaxed environment for customers
- Clean self-serve and/or automatic Carwashes
- Modern Coffee lounges for customers to enjoy their barista made coffees
- Quality consumer products

Our Values

At Jasbe Petroleum, we developed and sharpened our core values over the last 26 years. Our success has been combining what we do with how we do it.

Looking After Our Customers	
<p>What We Do</p> <p>We service our customers as one team We keep ourselves and our customers safe</p>	<p>How We Do It</p> <p>We treat each other with authenticity and respect We do what is right for the customer and community</p>
Managing Our Business Well	
<p>What We Do</p> <p>We deliver real results quickly We are financially savvy We recognise and celebrate achievements</p>	<p>How We Do It</p> <p>We take full accountability for our actions We make quick rational decisions We own and operate OUR business</p>
Leading The Way	
<p>What We Do</p> <p>We take bold steps and push the boundaries We look at the bigger picture We think ‘change is good’ We seize opportunities</p>	<p>How We Do It</p> <p>We use our collective experience and networks We share our excitement and look to innovate We take calculated risks We have a long term strategic plan</p>

Operating 46 number of retail fuel sites or service stations across Victoria and New South Wales.

Employing 20 number of staff at head office as well as 500+ number of staff in retail.

Supply Chain

Greanacre Pty Ltd 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
<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

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

Greanacre Pty Ltd does not employ any staff or workers outside of Australia.

Risks of modern slavery practices in operations and supply chains

Internal operations

Greanacre Pty Ltd 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, Greanacre Pty Ltd also actively participates in annual independent review of employment and safety compliance audits undertaken by the industry association ACAPMA.

Supply chains

Greanacre Pty Ltd is an Australian entity that sources its products and services from mostly 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

Greanacre Pty Ltd 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 Greanacre Pty Ltd 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.

Greanacre Pty Ltd 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. Greanacre Pty Ltd recognises that we are not equipped to handle instances on our own.

Assessing Effectiveness

Greanacre Pty Ltd 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

Greanacre Pty Ltd has no associated entities, as such consultation on this statement was conducted entirely internally.

Other Items

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

Signature: *Miro Sloup*

Name: Miro Sloup

Title: Managing Director

Date: 31/03/21
