



# The QLSA Group of Companies

## Modern Slavery Statement

### Financial Year 2025

This modern slavery statement has prepared in line with the Modern Slavery act for the financial year ended 31 July 2025. This is a statement made by the reporting entity Quality Logistics Services Australia and its wholly owned subsidiaries Quality Logistic Services (Asia) Pte. Ltd. (Singapore) and, Catalyst Chemicals Pty Ltd (Australia). Our 2025 Modern Slavery Statement was prepared in consultation with our Managing Director, who oversees our business activities across all operating countries

#### **Introduction to our Business**

Quality Logistic Services Australia Pty Ltd (QLSA) commenced operations in 2011 after it became ExxonMobil authorised distributor for their Group 1 and Group 2 base oils. The following year we became exclusive distributor for PETRONAS Group 3 base oils. We continue to provide our customers with the best service and supply chain with frequent marine bulk deliveries into extensive shore side storage tanks along the eastern seaboard of Australia. Steady growth continued and in 2016 we were appointed Lubrizol distributor for their range of fuels and lubricant additives.

QLSA became the ExxonMobil Basestocks distributor for Malaysia in April 2020.  
QLSA purchased the shares of Catalyst Chemicals Pty Ltd in April 2022.

#### **Our Operations**

Using our experience, technical skills and our supply chain expertise, we bring in bulk basestocks, packaged additives and chemicals into third party tanks and warehouses on the eastern seaboard of Australia. We utilize reputable surveying and laboratory testing services to ensure product quality and deliver to our end customers through experienced freight providers.

#### **Our Supply Chains**

QLSA's supply chains are complex and rely heavily on external providers for shipping, logistics, warehousing, and storage. Although we source products from multiple regions, our high-volume distribution agreements are primarily with large, well-established producers. Procurement and supplier agreements are centrally managed by the QLSA General Manager from our Melbourne head office.



# Our Vision, Mission & Values

## Our Vision

- To be the leading lubricant component distributor in each of our markets.
- Be the preeminent distributor in the world for our suppliers through quality systems and processes, excellent customer service, commitment to people, sustainability, and safety.

*To grow our business by:*

- Providing strong product knowledge, sales, and technical support to our customers
- Having the best customer service and supply chain
- Developing and improving the capability of our people and organization
- Continuous improvement in all we do
- Contribute to Australia maintaining a vibrant lubricants manufacturing industry

## Our Mission

To provide quality products, superior sales, and technical services to lubricant customers. Excelling in supply chain management and working in true partnership with our suppliers. To be a great place to work and do business.

## Our Values

- Nobody gets hurt
- Respect for all our stakeholders and environment
- Can do attitude and continuous improvement
- Maintain the highest level of integrity and ethics



# Our Identifiable Risks

## Our operations

QLSA has assessed its directly employed workforce and determined that no modern slavery risk exists.

All employees are of legal working age and receive wages and working conditions that exceed the requirements of relevant employment laws and regulations. In addition to complying with statutory obligations, QLSA maintains employment practices that promote fairness, transparency, and safe working environments across all business units.

To support this commitment, QLSA has established clear internal policies and procedures that outline how employees and suppliers can raise concerns about misconduct — including any potential labour rights issues — without fear of retaliation. These processes ensure that any suspected unethical behaviour within our operations or supply chain can be reported confidentially, assessed promptly, and addressed through appropriate corrective actions. Our focus on open communication, ethical conduct, and strong governance provides ongoing assurance that our workplace remains free from modern slavery risks.

## Our Supply Chain

### Upstream Suppliers

The QLSA Group's major upstream suppliers are well established global organisations that are already subject to modern slavery legislation and are therefore required to publish their own Modern Slavery Statements. As reporting entities, they maintain formal governance structures, due diligence processes, and compliance programs designed to identify, assess, and mitigate modern slavery risks across their operations and supply chains. This provides QLSA with increased transparency and assurance regarding the ethical standards applied throughout the upstream supply chain. Our well-established suppliers include notable companies and brand names:

- Exxon Mobil Chemical Company (Singapore)
- Lubrizol International Inc (Australia)
- Petronas Lubricants International Sdn Bhd (Malaysia)
- Stolt
- Quantem



## Our Supply Chain Continued

### Local Suppliers

#### Professional Services

Including legal, accounting, consulting, recruitment, and insurance. Given their reliance on a highly skilled professional workforce, the overall prevalence and associated risk of modern slavery within these supply chains is assessed as low.

#### Third Party Logistics

There may arise the risk of excessive working hours and underpayment where transport services are provided through independent contractors or subcontracting arrangements.

#### Managed Service Providers

Potential high-risk vendors include outsourced cleaning services and IT providers. These sectors can include a higher volume of temporary migrant workers, who may be vulnerable if they lack appropriate visa documentation or have limited awareness of Australian workplace rights and laws.



# Our Actions

## Our Human Rights Related Policies

QLSA has a Standards of Business Conduct that sets the framework on how we, as an organisation will treat people and our expectations. This policy includes a section on Forced Labour which states, “QLSA does not tolerate any form of forced labour, including bonded, slave or compulsory labour, or the hiring off child labour under any circumstances. The minimum age for all full-time employment must be 15 years of age, or the legal minimum age of employment whichever is the greatest.”

Aside from the Standards of Business Conduct Policy, the QLSA Group also has the following policies in place.

- Incident Reporting and Near Misses
- Ethics Policy
- Anti-Corruption Policy
- Conflicts of Interest Policy

## Due Diligence

QLSA undertakes due diligence in relation to slavery and human trafficking when considering taking on new suppliers. Our due diligence includes:

- Mapping the supply chain broadly to assess product/service or geographical risks of modern slavery and human trafficking
- When a supplier is deemed to be higher risk by country of origin and/or lack of suitable policy/processes, an investigation is raised and assessed by senior members of the team which can result in the vendor being inactivated
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship

## Our Commitment to Continual Improvement

As an ISO9001:2015 accredited business, QLSA Group is focused on continual operational improvement, and this includes our commitment to eliminating risk of inadvertent support of modern slavery practices by holding biannual training. We will therefore continue to review and develop our practices, our procurement procedures, and our policies to assist in the elimination of human rights abuse globally.



# Assessing Effectiveness

## Modern Slavery Database

QLSA collates and maintains a comprehensive database of Modern Slavery Statements from reporting entities both upstream and downstream of our operations. Beyond supporting day-to-day compliance, the database also provides valuable insights that help the QLSA Group identify emerging risks, benchmark industry practices, and refine our own internal processes. This ongoing review strengthens the effectiveness of our due diligence framework and supports continuous improvement in how we assess, manage, and report on modern slavery risks across our supply chain.

The QLSA Group has a committee with representation across all businesses to understand and respond to modern slavery risks.

**This statement was prepared in consultation with our Managing Director, General Manager of each entity under QLSA Group that covered in this statement and all key stakeholders as involved in our supply chain operations and material sourcing, as these personnel are best positioned to support the delivery of our commitment to eliminate Modern Slavery risks from our Supply Chains.**

**This statement was approved by QLSA Group Board of Directors, after review by the above-mentioned stakeholders, the General Manager and Managing Director who also signed this statement as instructed by the Board of Directors on 5<sup>th</sup> July 2024.**

A handwritten signature in black ink that reads 'J. Rymarz'.

**John Rymarz**

Managing Director

**Quality Logistic Services Australia Pty Ltd**

**Date: 19<sup>th</sup> December 2025**