



The QLSA Group of Companies

Modern Slavery Statement

Financial Year 2024

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

QLSA Group of Companies Structure

With its origins in Australia, QLSA is a parent company and consists of the following business:

1. Quality Logistic Services (Asia) Pte. Ltd. (Singapore)
2. QLSA Innovation Sdn Bhd (Malaysia)
3. Catalyst Chemicals Pty Ltd (Australia)

Our Operations

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



Our Supply Chains

While our supply chains are relatively complex, they rely in most cases on external third-party suppliers who provide shipping, logistics, warehousing and storage. Each of our businesses source product from multiple suppliers across various regions however, our higher volume distribution agreements are with large well-known producers. This is managed in a centralised model with all procurement activities and supplier agreements overseen by the QLSA General Manager from our Australian head office located in Melbourne, Australia.

Our 2024 Modern Slavery Statement was devised in consultation with our Managing Director who is accountable for our business activities in each country of operation.

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.

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 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
- QIR Procedure
- Emergency Evacuation

Our Identifiable Risks, Actions & Controls to Mitigate

- Our operations:
QLSA believes there is no risk of modern slavery in our directly employed workforce. Our policy and procedures details processes and communication pathways for employees, and suppliers, to disclose misconduct in our business and supply chain without recrimination.
- Our supply chain:
The suppliers that the QLSA Group partner with are reputable, ethical and are generally very well-known brands with a global presence who operate under strict regulatory, internal governance and compliance regimes across all their operations.

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)

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 particular 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.

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 5th July 2024.

A handwritten signature in black ink, appearing to read 'JR', with a long horizontal flourish extending to the right.

John Rymarz

Managing Director

Quality Logistic Services Australia Pty Ltd

Date: 5th July 2024