

# Contents

1. **About Statewide Oil**
2. **About this statement**
3. **Our structure, operations and supply chain**
4. **Risk of Modern Slavery practices**
5. **Assessing the effectiveness of our actions**
6. **Looking forward**
7. **Principal governing body approval**
8. **Signature of responsible members**

# 1. About Statewide Oil

Perkal Pty Ltd (trading as Statewide Oil) is a family-owned business that has been operating for over 35 years. We supply bulk and packaged Mobil Lubricants out of depots in Perth, Kalgoorlie, Adelaide, Melbourne and Sydney.

With support from ExxonMobil, Statewide Oil was excited by the opportunity to expand the footprint of the business with the purchase of Southern Cross Oil Pty Ltd in November 2018. This gave Statewide Oil a strong presence as a key Mobil distributor across Australia.

Our experience in lubrication distribution in Australia is second to none. We hold the distinct advantage of enjoying a long-term association with the leading global energy organisation, ExxonMobil. This enables Statewide Oil to deliver world-class technology in lubrication to our customers.

Our service to customers is fully integrated from sales and administration to warehousing and logistics. This means Statewide Oil is not only able to deliver the best service but also ensures that we are consistently adding value. As one of the largest lubricant distributors in the Asia Pacific region, we are highly regarded for our service capabilities as well as our ability to deliver innovative solutions to customers throughout Australia.

Our distributor teams are guided by the key principles of integrity, respect, achievement and innovation. These values drive our work culture and are key factors in achieving our vision. We measure success by customer satisfaction and ensuring our customers regard us not only as a supplier but as a key partner in their business.

At Statewide Oil, we are passionate about our work and are determined to deliver on our commitments to our customers. We own a large modern transport fleet including custom-built trucks for bulk, drum and parcel deliveries which are operated by our company drivers. All metropolitan deliveries from our own depots are made by our transport teams, ensuring on-time deliveries.

## 2. About this statement

Statewide Oil is committed to ensuring a safe and ethical working environment for all our employees, suppliers and contractors. Statewide Oil takes its responsibility seriously to ensure high standards of conduct are met.

Statewide Oil is committed to preventing and addressing modern slavery in all its forms. We recognise that modern slavery is a significant global issue, and we take our responsibility to preserve human rights seriously. We are committed to ensuring that all individuals involved in our operations and supply chains are treated with dignity and respect, and we strive to operate our business in a manner that is consistent with our values and principles.

This is Statewide Oil's inaugural Modern Slavery Statement. This statement summarises Statewide Oil's response to the criteria mandated by public reporting in accordance with the Modern Slavery Act 2018 (Cth). As the inaugural statement it sets out to identify, manage and mitigate the specific Modern Slavery risks within Statewide Oil's operations and supply chain.

## 3. Our structure, operations and supply chain

### Structure

Statewide Oil is a privately-owned company with its head office based in Welshpool, Western Australia. Statewide Oil has a national presence with offices and depots in Victoria, New South Wales, South Australia and Tasmania, as well as operating out of Kalgoorlie, Western Australia.

### Operations

Statewide Oil was founded by Robert Pearson in 1985 and employs over 65 staff across all sites. Statewide Oil operates 10 sites in Australia and New Zealand where it supplies products to customers. Five are on either company-owned or leased sites and five are operated from third-party sites. Statewide Oil's predominant business operations are lubricants distribution which means we can play a meaningful role in the prevention and elimination of modern slavery.

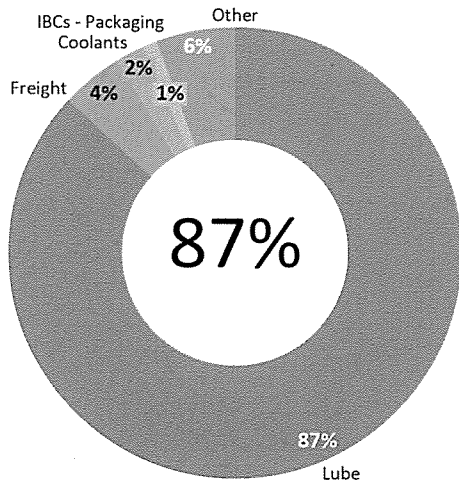
### Supply Chain

Our supply chain is international as well as domestic and we use our own assets as well as engage third parties to deliver our products. We conduct thorough assessments of our supply chain to identify risks, and we work closely with our suppliers to ensure that they understand our expectations and requirements.

Statewide Oil purchases products from both Australia and internationally and our FY22 spend was \$98.58m. We recognise that the origin of some of our suppliers' products that we purchase may be outside of Australia, predominantly Singapore. However, 87% of the value of all our purchases are in one category; Lubricants, and 93% of that category spend is with one major supplier.

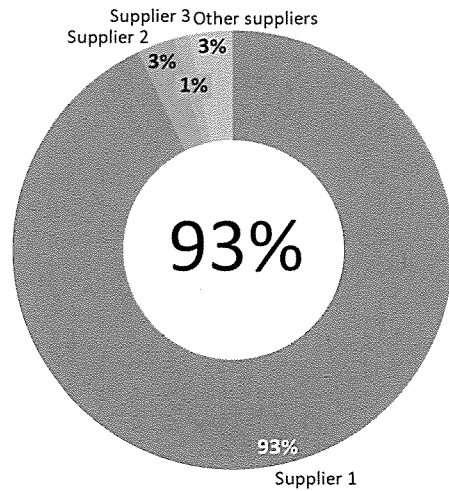
Statewide Oil uses a mix of its own fleet as well as experienced 3PLs and freight companies to deliver products to their customers in Australia and New Zealand. The largest 3PL used has been operating since 1981.

## Category breakdown



87% of the total spend is from 1 category

## Supplier breakdown



93% of the total lube spend is from 1 supplier

87% of our total spend is on one major category – Lubricants and 93% of that spend is with one major supplier.

## 4. Risk of Modern Slavery practices

Whilst we believe the Modern Slavery risks within our business to be minimal, this section aims to identify the possible vulnerable areas where Modern Slavery may exist and tables the current policies and procedures that Statewide Oil currently has in place that are most relevant to preventing modern slavery. We will be placing focus on these areas in the next year and beyond to play our part in avoiding modern slavery practices within our sphere of influence.

Areas of our business operations where we believe we may be exposed to modern slavery risks are:

- **International supply chains:** Whilst the vast majority of our product is sourced from companies based in Australia some of these companies are multi-national and we recognise that some of the product is ultimately produced by our suppliers from their international locations. These international locations are however developed nations such as Singapore, countries within Western Europe and the United States of America
- **Supplier wages and conditions:** We engage numerous suppliers to deliver our services to our customers and policies that prescribe how to manage these relationships and the supplier performance are in place.

<b>Visitor &amp; Contractor Induction Policy</b>	Sets out who can enter each of Statewide Oil's sites and governs the behaviours and guidelines each visitor or contractor must adhere to.
<b>Purchasing &amp; Supplier – Contractor Assessment Procedure</b>	This procedure sets out how to purchase goods and services from qualified suppliers and how to requalify suppliers as part of this purchasing process. Dimensions include responsibilities, supplier assessment and approval, documentation control, monitoring and reviewing service delivery, purchasing and the verification of purchases. We ensure these reviews are taken place by record keeping of each review.
<b>Supplier &amp; Contractor Qualification Form</b>	Ensures that each supplier and contractor used has the appropriate level of training, competence, certifications and licenses, risk management processes, incident reporting and remediation processes.
<b>Anti-Discrimination &amp; Equal Employment Opportunity Policy</b>	These policies state our commitment to a diverse and inclusive culture where: <ul style="list-style-type: none"> <li>• All individuals are treated with respect and fairness</li> <li>• Everyone has the right to work in a professional and safe environment</li> <li>• Equal employment opportunities are promoted; and</li> <li>• Every employee should work free from unlawful discrimination, harassment, and workplace bullying</li> </ul>
<b>Workplace Handbook</b>	Sets out the 'how we do things around here' at Statewide Oil and what is expected of every employee. It covers our values

	including honesty and treating everyone with respect, it also covers the code of conduct, all workplace policies and workplace procedures.
<b>Workplace Bullying Policy</b>	The company aims to provide a safe and healthy work environment, so far as is reasonably practicable, in which all Employees are treated fairly, with dignity and respect. Bullying is a risk to health and safety in the workplace and will not be tolerated by the company. This Policy outlines the company's commitment to a safe workplace and is aimed at ensuring, so far as it reasonably can, that Employees are not subjected to any form of bullying while at work. It also details the legal responsibilities of the company and employees relating to bullying prevention in the workplace.
<b>Recruitment &amp; Selection Policy</b>	Recruiting and selecting suitable Employees who exhibit the necessary level of skills and ability is integral to the success of the company. This Recruitment and Selection Policy seeks to provide guidance and assistance to all Managers who participate in the recruitment, selection and promotion of Employees at the company. This Policy aims to ensure that recruitment standards are consistent, appropriate and free from discrimination or bias.
<b>Whistle-blower Policy</b>	The company aims to provide an environment where Employees and others in the workplace are treated fairly and with respect. Employees are encouraged to report any wrongdoing. The company also aims to help provide Employees with a supportive work environment in which they feel able to raise issues of legitimate concern to the company, without fear of victimisation, detriment or other retribution and provide suitable avenues for reporting matters that may cause loss to or damage to the company's reputation.
<b>Performance &amp; Misconduct Policy</b>	<p>This Policy may be used as guidance for the process or manner in which Statewide Oil may discipline an employee because of their poor performance or inappropriate conduct in any circumstances that can be connected to, or impact upon, Statewide Oil.</p> <p>Consequently, employees need to ensure that they exhibit appropriate out-of-work conduct where the circumstances or event can be connected to Statewide Oil, such as a work-related function.</p> <p>A work-related function is any function that is connected to work and includes events such as work lunches, dinners, conferences, Christmas parties and client/customer functions. This Policy also applies when employees go to other</p>

	<p>workplaces in connection with work, for example, when visiting a supplier, client or customer.</p> <p>If an employee's conduct involves a potential breach of any Australian law, Statewide Oil may notify the police or other relevant government authority.</p>
<b>Code of Conduct</b>	<p>Statewide Oil recognises the importance of a positive work environment, which actively promotes best practices. The purpose of this Code is to describe the standards of behaviour and conduct expected from Employees in their dealings with customers, suppliers, clients, co-workers, management and the general public. The company expects all Employees to observe the standards set out in this Code. Compliance with this Code is expected, and non-compliance may result in disciplinary action up to and including the termination of employment or contract for services.</p>
<b>Induction Handbook</b>	<p>Outlines the policies and procedures that all new employees must adhere to ensure an effective and safe working environment.</p>
<b>Health Safety Representative procedure</b>	<p>This procedure applies to all Statewide Oil management, supervisors and workers. It considers the development, implementation and review of the policies and procedures associated with the organisation's work health and safety system.</p>
<b>OH&amp;S Policy</b>	<p>Our goal at Statewide Oil is to prevent incidents, injuries, and ill health among workers by maintaining our commitment to workplace safety by providing safe and healthy working conditions and achieving a level of 'No Injuries' and 'No ill health' for all people, property and the environment.</p>

## 5. Assessing the effectiveness of our actions

As this is our first modern slavery statement, the assessment of our actions to mitigate and eliminate modern slavery in our workplace and supplier base is forward-looking.

Whilst this is our first modern slavery statement, we have had supplier management policies and processes in place for quite some time which aim to promote good corporate responsibility and accountability of the delivery of services these suppliers provide us. These include, but are not limited to:

### **Holding monthly meetings and periodic business reviews (PBRs) with key suppliers to maintain open communication and address any potential issues.**

We believe that regular communication and collaboration with our suppliers are essential to table the ongoing mitigation of modern slavery practices. To facilitate this, we hold meetings and PBRs (Periodic Business Reviews) with key suppliers to maintain open communication and discuss any potential issues or concerns.

During these meetings, we discuss our ethical standards and expectations, review any identified risks or concerns, and develop action plans to address any issues that may arise. By maintaining regular communication with our suppliers, we are able to identify potential risks early on and take proactive steps to work with our suppliers in the prevention of modern slavery practices.

### **Inducting all visitors and contractors before commencement:**

One vital process currently engaged is to ensure that all visitors and contractors are inducted into the workplace and provided with information. This information can include information regarding hazards, safety procedures, site rules and high-risk areas as well as the consequences of failing to comply with workplace policies.

By ensuring that all visitors and contractors understand their responsibilities in preventing and reporting any suspected cases of modern slavery, businesses and organisations can help to create a safer and more responsible work environment. This can help to prevent incidents from occurring and ensure that any incidents that do occur are detected and addressed promptly.

### **Supplier contract and qualification procedures:**

The purpose of this procedure is to provide guidance and information relating to purchasing new equipment or materials, and the supplier/contractor requalification process. There needs to be a clear process of risk analysis of a product before it is deemed suitable for use in the workplace. This ensures that only approved suppliers are engaged to supply products, records are kept of all training and that untrained or unqualified personnel do not conduct tasks, which significantly decreases the risk of anyone being subject to modern slavery.

Prior to engaging with a new contractor, Statewide Oil consider the risk posed by the works being performed by a contractor from a health and safety, quality and environmental standpoint. For those deemed necessary to undergo a formal assessment process, Statewide Oil Management will use SO-IMS-F-018 Supplier and Contractor Assessment Form. This form can be used to assist in considering the risks of introducing new equipment or materials into the workplace and is imperative in ensuring a safe working environment for all.



We are committed to the following governance actions and procedures over the upcoming financial year (FY24): Ensuring the following steps and actions allows us to be confident in the effectiveness of our actions as a corporation and directly mitigate supply chain risks regarding modern slavery. This includes, but is not limited to:

**Conducting regular risk assessments of our supply chain to identify potential modern slavery risks:**

To effectively address the risk of modern slavery practices in our supply chain, we will conduct regular risk assessments to identify any potential areas of concern. This may include reviewing the practices of our suppliers, to the extent the information is available to us, examining their labour practices and standards, and evaluating the potential risks associated within their location and industry.

Through these assessments, we can identify suppliers that may be at a higher risk of modern slavery practices and take appropriate action to address any concerns. This may include providing additional training and resources, conducting site visits, or engaging with local organisations to ensure that our suppliers comply with our ethical standards.

**Ensuring all employees and key suppliers receive training on identifying and reporting modern slavery practices:**

We believe that education and awareness are key to preventing modern slavery practices in our organisation and supply chain. As such, we will provide training to key employees to assist them in identifying and reporting potential instances of modern slavery practices. Training logs will be recorded and managed.

This training is likely to include information on how to identify signs of modern slavery practices, how to report any concerns or suspicions, and the steps that our organisation takes to prevent modern slavery practices within our sphere of influence. We also encourage our suppliers to provide this training to their employees, to help ensure that our shared values and standards are upheld throughout the supply chain.

## **6. Looking ahead**

Statewide Oil is committed to increasing the awareness of modern slavery practices throughout its chain of operations and taking steps to prevent them where they may occur. We acknowledge that the improvement in the protection of human rights is a continuous issue and one that Statewide Oil is committed to ensuring proper governance is in place to prevent.

Our next steps include conducting further assessments of our supply chains, implementing new policies and procedures to address emerging risks, and expanding our training programs to include modern slavery implications for key personnel whilst ensuring risk mitigation and the safety of everyone involved in our business operations.

Statewide Oil is committed to continual improvement regarding its policies, ethics and business operations to reduce modern slavery risks. Actions Statewide Oil can take to improve its operations include:

**Increasing transparency:**

Statewide Oil will seek to update its policies by increasing transparency and disclosing more information about its operations.

**Collaborating with industry peers and stakeholders:**

Statewide Oil will seek to work with industry peers and stakeholders to share best practices and develop collective solutions to combat modern slavery. This may include joining industry initiatives and engaging with civil society organisations. In its most practical form, modern slavery impacts may be tabled with key suppliers in Periodic Business Reviews to jointly work together to ensure risks of modern slavery practices are low.

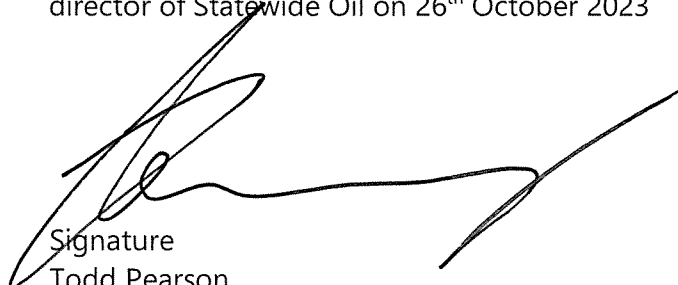
**Providing support:**

In case of any instances of modern slavery, Statewide Oil should ensure that victims receive appropriate remedy and support, including access to legal assistance, medical care, and counselling services.

## **7. Principal governing body approval and signature**

This Modern Slavery Statement is made in accordance with the Modern Slavery Act 2018 (Cth) for the financial year ending 30<sup>th</sup> of June 2023. This Statement was approved by the board of directors of Statewide Oil in their capacity as the principal governing body of Statewide Oil on 26<sup>th</sup> October 2023

This Modern Slavery Statement is signed by Todd Pearson in his role as the managing director of Statewide Oil on 26<sup>th</sup> October 2023



Signature  
Todd Pearson  
Managing Director