

Modern Slavery Statement 2025

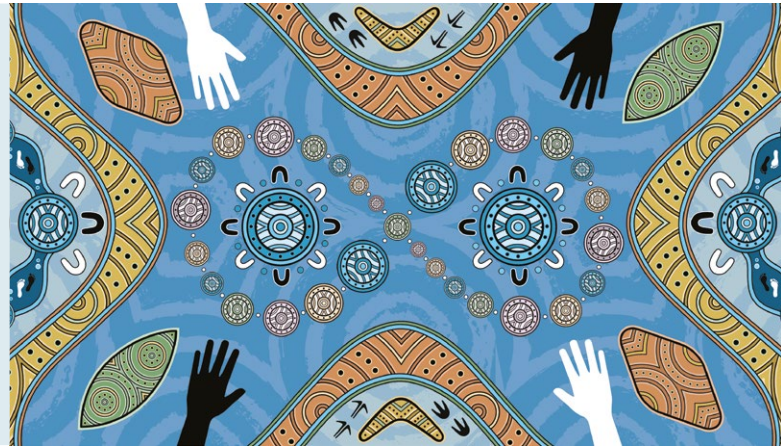


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Acknowledgement

Viva Energy Australia acknowledges and pays respect to the past and present Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples. We particularly pay respects to the Traditional Custodians of the land, across the nation where we conduct business. We also acknowledge our gratitude that we share this land today, our sorrow for the costs of that sharing and our hope and belief that we can move to a place of equity, justice and partnership together.



Message from the CEO

Our 2025 initiatives strengthen our capability to identify risks, support ethical practices, and work constructively with our suppliers to improve outcomes for the communities and people connected to our business.



In 2025, Viva Energy continued to strengthen our commitment to safeguarding human rights and preventing modern slavery across our operations and supply chain. This year marked another important phase in the transformation of our convenience business, as we progressed the integration and consolidation work following the OTR acquisition. These efforts have positioned us to focus more deeply on Goods for Resale (GFR), improve the way we partner with suppliers, and support the ambitious growth strategies across our retail network.

A key part of this transformation has been the launch of our new Procurement Ways of Working, which establishes clearer expectations, greater consistency, and improved governance across all sourcing activities. We also introduced an enhanced toolkit for supplier due diligence, expanded our onboarding processes through introducing the use of Supplier Ethical Data Exchange (SEDEX) across our highest risk suppliers in our convenience supply chain, and launched GFR Supplier Central, providing suppliers with a more transparent and collaborative platform to engage with us.

In 2025 we also refreshed our Modern Slavery Committee to ensure the right expertise and oversight is in place, and we invested in building knowledge and awareness across all areas of Viva Energy. Our 2025 initiatives strengthen our capability to identify risks, support ethical practices, and work constructively with our suppliers to improve outcomes for the communities and people connected to our business.

Looking ahead to 2026, a major focus for Viva Energy will be establishing our own convenience supply chain. This shift represents a significant milestone in our broader convenience strategy and will enable us to build a more direct, transparent, and resilient supply chain. As we take greater ownership of our product sourcing and supplier relationships, we remain committed to deepening our engagement, strengthening due diligence processes, and ensuring our expanding supplier network supports safe, fair, and responsible labour practices aligned with a modern slavery risk management approach.

We remain committed to continuous improvement in this critical area and to ensuring that our growth is underpinned by responsible and sustainable supply chain practices.

If you have any questions or feedback on this statement, please do not hesitate to contact us via www.vivaenergy.com.au.

A handwritten signature in black ink, appearing to read 'Scott Wyatt', positioned above the printed name and title.

Scott Wyatt
Chief Executive Officer

9 April 2026



2025 highlights



Focus area

Key actions

Furthered understanding of modern slavery risks across expanded Convenience & Mobility business

In 2025, our Smokemart & GiftBox (SMGB) division within the Convenience & Mobility business became a full member of SEDEX. As part of this commitment, we engaged with around 54 key suppliers, representing more than 90% of Goods for Resale spend across our SMGB stores. This strengthened our visibility of the supply chain and increased our understanding of potential areas of risk.

Building culture and awareness

We continued to build Viva Energy's internal capability to identify modern slavery risks by expanding awareness and understanding across the business. In 2025, we combined the previous OTR and Viva Energy training programs into a single, harmonised modern slavery module for all relevant employees.

We also launched a dedicated internal resources page, providing employees with easy access to self-help materials, including our approach to managing modern slavery risks, information about the role of the Modern Slavery Committee, our annual focus areas, due diligence expectations and news articles to support ongoing awareness and engagement.

Goods for Resale (GFR) focus

As part of our 2025 modern slavery focus, we launched the GFR Supplier Central website with tailored content to help suppliers understand our expectations and compliance requirements. This initiative supports the shift away from our transitional arrangements with the Coles Group and helps us build more direct, transparent, and collaborative relationships with our suppliers.

By providing clear guidance and resources through this platform, we aim to strengthen supplier engagement and support alignment with our commitment to ethical practices and the prevention of modern slavery. This work will continue through 2026.

Continued to build on our collaborative partnerships

During 2025:

- We renewed our long standing sponsorship of Mission to Seafarers Melbourne as part of our Community Program.
- We continued our partnership with the National Road Safety Partnership Program (NRSPP). As a founding partner, we remain proud of our support for NRSPP's work to improve road safety and driver well being since 2012.
- Through our fuel supply arrangements with Vitol, we maintained our engagement in the Voluntary Principles Initiative – a multistakeholder platform focused on sharing best practice and addressing security and human rights issues in security operations.
- We continued to work collaboratively with our customers to share knowledge and approaches for managing human rights risks across our operations and supply chains.

Reporting entities and requirements

Reporting entities

This Modern Slavery Statement has been prepared in line with the requirements of the *Modern Slavery Act 2018 (Cth)* (the Act) for the year 1 January 2025 to 31 December 2025.

The statement is a Joint Modern Slavery Statement (Joint Statement) covering the following entities, which are reporting entities under the Act:

Reporting entity	ACN
Viva Energy Group Limited	626 661 032
Viva Energy Holding Pty Ltd	167 883 525
Viva Energy Australia Group Pty Ltd	004 400 220
Viva Energy Australia Pty Ltd	004 610 459
Viva Energy Aviation Pty Ltd	167 761 453
Liberty Oil Holdings Pty Ltd	068 080 124
Liberty Oil Australia Holdings Pty Ltd	107 226 880
Westside Petroleum Consolidated Holdings Pty Limited	612 235 426
Liberty Oil Corporation Pty Ltd	088 411 072
Liberty Oil Australia Pty Ltd	114 544 437
LOC Global Pty Ltd	637 527 541
Liberty Oil Convenience Pty Ltd	629 547 682
Viva Energy Polymers Holdings Pty Ltd	066 270 237
Viva Energy Polymers Pty Ltd	004 327 762
Viva Energy Retail Pty Ltd	662 372 027
OTR 330 Pty Ltd	638 301 649
OTR Energy Pty Ltd	615 822 065
Viva Energy Retail SMGB Pty Ltd	670 895 904
On the Run Pty Ltd	638 356 466
Earthling Investments Pty Ltd	111 401 766
Mogas Regional Pty Ltd	111 402 110

In addition to the above entities, this Joint Statement has been made on behalf of all entities controlled by the above reporting entities (collectively referred to as Viva Energy).

Modern Slavery Act reporting requirement

This statement addresses the mandatory criteria in the Act. The table below outlines the sections in which the items have been addressed in the Joint Statement.

Modern Slavery Act Requirement	Section in Joint Statement	Page
1. Identify the reporting entity(ies)	Introduction	3
2. Describe the structure, operations and supply chains of the reporting entity	Section 2 – Our structure and organisation Section 3 – Our workforce and operations Section 4 – Our supply chains	8 14 18
3. Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities that the reporting entity owns or controls	Section 5 – Identifying, assessing and addressing our modern slavery risks	22
4. Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls to assess and address those risks, including due diligence and remediation processes	Section 5 – Identifying, assessing and addressing our modern slavery risks	22
5. Describe how the reporting entity assesses the effectiveness of these actions	Section 6 – Assessing effectiveness and looking forward	32
6. Describe the process of consultation with any entities that the reporting entity owns or controls	Section 7 – Consulting across our business	36
7. Provide any other relevant information	The information in the Joint Statement directly addresses the first six criteria.	n/a

Approval

This Joint Statement was approved by the Board of Viva Energy Group Limited (ACN 626 661 032) on its own behalf and on behalf of its wholly owned subsidiaries (including the above reporting entities) following review by the directors on 9 April 2026.

1.

Sustainability and human rights governance and processes

1.1 Our policies and commitments

Viva Energy is committed to conducting its business in a way that contributes to sustainable development by respecting the human rights of all people, including our employees, the communities in which we operate, and customers and suppliers in our supply chain.

Viva Energy has in place the following policies which provide the basis of our approach to integrating sustainability into our business strategy and operations which includes protecting human rights and helping prevent modern slavery.

Corporate Governance Statement

Outlines Viva Energy Group's principal governance arrangements and practices ensuring stakeholders understand how Viva Energy is managed. The Statement demonstrates our commitment to ethical practices, good governance and provides insight into how Viva Energy's framework for managing risk and promoting sustainable growth.

Viva Energy Values and Business Principles and Code of Conduct

Viva Energy has long-standing Business Principles that reflect our core values and guide the conduct and operations of our businesses. We also have a Code of Conduct, which outlines how we expect our employees, officers and Directors to behave and conduct themselves in the workplace. The Code of Conduct is designed to foster ethical and professional behaviour throughout Viva Energy to:

- promote a fair, safe and productive environment, and equal opportunity for all employees;
- ensure that Viva Energy complies with laws and regulations that apply to it;
- ensure that there is an appropriate mechanism for employees to report conduct which breaches the Code of Conduct; and
- ensure that employees are aware of the consequences they face should they breach the Code of Conduct.

Viva Energy Human Rights Policy

Viva Energy's Human Rights Policy outlines our commitment to respecting and promoting human rights across our operations and supply chains. Key commitments outlined in the policy are:

- **Respect for Human Rights:** Viva Energy is committed to respecting the human rights of all people, including employees, communities, customers, and suppliers.
- **Non-Discrimination:** Viva Energy does not tolerate discrimination based on race, colour, religion, age, gender, sexual orientation, marital status, physical features, disability, ethnic origin, nationality, parental status, or any other unlawful grounds.
- **Safe Working Conditions:** We ensure safe working conditions and fair terms of employment for all employees.
- **Modern Slavery:** We implement procedures to identify, investigate, and take action against modern slavery, including human trafficking, forced labour and child labour.
- **Community Engagement:** We manage the social impacts of business activities and work to enhance benefits to local communities.



Viva Energy Responsible Sourcing Policy and Supplier Code of Conduct

Viva Energy acknowledges the importance of conducting business with partners who share the same values as our own and we recognise our risk profile evolves as our business evolves. Our biennially reviewed Responsible Sourcing Policy and Supplier Code of Conduct confirms the commitments of Viva Energy across key areas of Business Integrity, Health, Safety, Security and Environment (HSSE), Respect for People, Community and First Nations, Product Safety & Quality and Sustainability. We seek to engage with suppliers who demonstrate similar commitments and can help us promote the conduct of our business as responsible members of society.

Inclusion and Diversity Policy

We value inclusion and diversity and the benefits they bring to Viva Energy. Viva Energy believes that genuine diversity of skills, backgrounds and experiences drives strategic advantage, creates opportunities for innovation and contributes to the achievement of our corporate objectives. During 2024, the Board reviewed the Inclusion and Diversity Policy. In support of the commitments set out in the policy, Viva Energy developed diversity action plans targeting gender as well as other areas of diversity to assist in meeting our objectives. The Board reviews these action plans annually.

Sustainability Committee Charter

The Sustainability Committee assists the Board in receiving information and undertaking reasonable steps to oversee the:

- the integrity, effectiveness and performance of Viva Energy’s HSSE, community, product quality and sustainability (together, HSSEC) functions (including greenhouse gas emissions); and
- the systems for compliance with legal and regulatory HSSEC requirements.

HSSE Policy

Outlines our commitment to conducting our operations safely and responsibly, including our Goal Zero commitment to pursuing the goal of no harm to people and protecting the environment.

Enterprise Risk Management (ERM) framework

Risk management is fundamental to the success of Viva Energy. Viva Energy has adopted an ERM framework supported by appropriate risk management policies and procedures, designed to assess, monitor and manage risk and, where appropriate, keep relevant stakeholders informed of material changes to Viva Energy’s risk profile.

Community Program

Viva Energy has in place a long-standing community program designed to positively impact the communities where we operate. We partner with a range of organisations that work to improve access to community services and enhance First Nations employment. Through local programs, our goal is to create a positive impact on the communities we work in.

Organisations that we partner with often have programs that target protecting vulnerable workers from situations that could lead to modern slavery, such as Mission to Seafarers – Victoria branch.

Reconciliation Action Plan (RAP)

Our vision for reconciliation is a nation where Aboriginal and Torres Strait Islander peoples have equal and equitable opportunities and that our business visibly reflects this aspiration and is enriched by First Nations culture.

Our third successive Innovate RAP covers the whole Viva Energy business but particularly focuses on embedding reconciliation in the newer parts of our business. By addressing inequalities, providing economic opportunities and improving access to community services for First Nations People we seek to protect vulnerable First Nations People from situations that could lead to modern slavery.

1. Sustainability and human rights governance and processes continued

1.2 Our governance framework

The Board of Viva Energy Group Limited strives to build sustainable value for shareholders while protecting Viva Energy’s assets and reputation. Its functions include defining Viva Energy’s purpose and strategic objectives.

The Board of Viva Energy Group Limited has oversight of sustainability matters, including how they are integrated into corporate strategy and risk management systems.

Our approach to monitoring and managing sustainability matters is primarily overseen by the Board’s standing committees, including the Sustainability Committee and the Audit and Risk Committee (ARC),

The Sustainability Committee is responsible for (among other things) corporate governance and oversight in relation to matters of health, safety, security and environment and matters of community, product quality and sustainability, incorporating human rights responsibilities. The Board Sustainability Committee met 4 times during 2025. The ARC is responsible for (among other things) overseeing and reviewing Viva Energy’s risk management frameworks, including its strategies, policies, procedures and systems for managing risk and their effectiveness. The ARC met 6 times during 2025.

The specific duties of the Board and its Committees are set out in its charters, available at <https://www.vivaenergy.com.au/our-company/corporate-governance>.

In 2025, the Board and its Committees were engaged on sustainability matters, objectives and key performance indicators in relation to:

- Health, Safety and Security (incorporating employees, customers and suppliers)
- Community, Diversity and Inclusion
- Climate-related risks and opportunities, including the Company’s decarbonisation strategy and emissions profile
- Environmental performance and nature-related dependencies and impacts
- Overseeing the Group Risk Management Framework, and performance against the framework, including (among others), climate, cyber security, security of critical infrastructure, fraud and modern slavery risks.

The oversight and risk management required to deliver on our strategy and sustainability objectives is covered at management level by the Executive Leadership Team (ELT) and various Management Committees.

The ELT and senior management are central in implementing Viva Energy’s governance framework. Their responsibilities also include implementing and monitoring controls and risk management procedures, managing sustainability risks, opportunities and strategies. Members of the ELT and senior management form various forums and decision-making bodies to oversee these responsibilities.

Various internal functions are responsible for the day-to-day management of sustainability risks and opportunities. These functions include both customer-facing, operational and strategically focused teams including Strategy, Sustainability, HSSE, People & Culture, Technology & Digital, Legal, Internal Audit, Community Engagement, Procurement, and Supply and Technical teams.

The Modern Slavery Committee is a cross-functional and cross business representative working group. The Modern Slavery Committee focuses on identifying, preventing and addressing modern slavery and shares insights and challenges, to align efforts to address modern slavery as relevant to each business lines’ operations and supply chains.

The outcomes of the Modern Slavery Committee’s work are reported back to other management committees and the ARC.



1.3 Integrated approach to identify, prevent and address modern slavery risks

Viva Energy combines various controls and practices across our operations and supply chains which are integrated into our wider business processes to manage modern slavery risks. These are summarised below.

Policy settings	Viva Energy maintains group wide policies that outline our commitment to preventing modern slavery and protecting human rights, as well as setting clear expectations for our suppliers. These policies, described in Section 1.1 above, are integrated into onboarding processes for suppliers, dealers, and other partners, and are included in our standard contract documents to ensure they carry contractual weight.
Risk assessment and due diligence	Through our Enterprise Risk Management (ERM) framework, we: <ul style="list-style-type: none">• Conduct risk assessments to identify areas where modern slavery risks may be most significant.• Undertake targeted evaluations across supply chains in collaboration with business partners and within priority regions.
Training and awareness	We provide training to employees to help them recognise modern slavery risks and understand the policies and procedures in place to address them.
Monitoring and auditing	We apply monitoring and auditing processes to assess compliance with our modern slavery requirements. These may include onsite inspections, third party audits, and direct worker engagement where appropriate.
Collaboration and partnerships	We collaborate with industry groups and partner organisations to share best practice and support collective efforts to address modern slavery.
Reporting and transparency	We maintain transparency by reporting on our efforts to address modern slavery in this Statement, publishing this Statement on our website and engaging with our customers and other stakeholders on our approach to managing modern slavery risks.



2.

Our structure and organisation

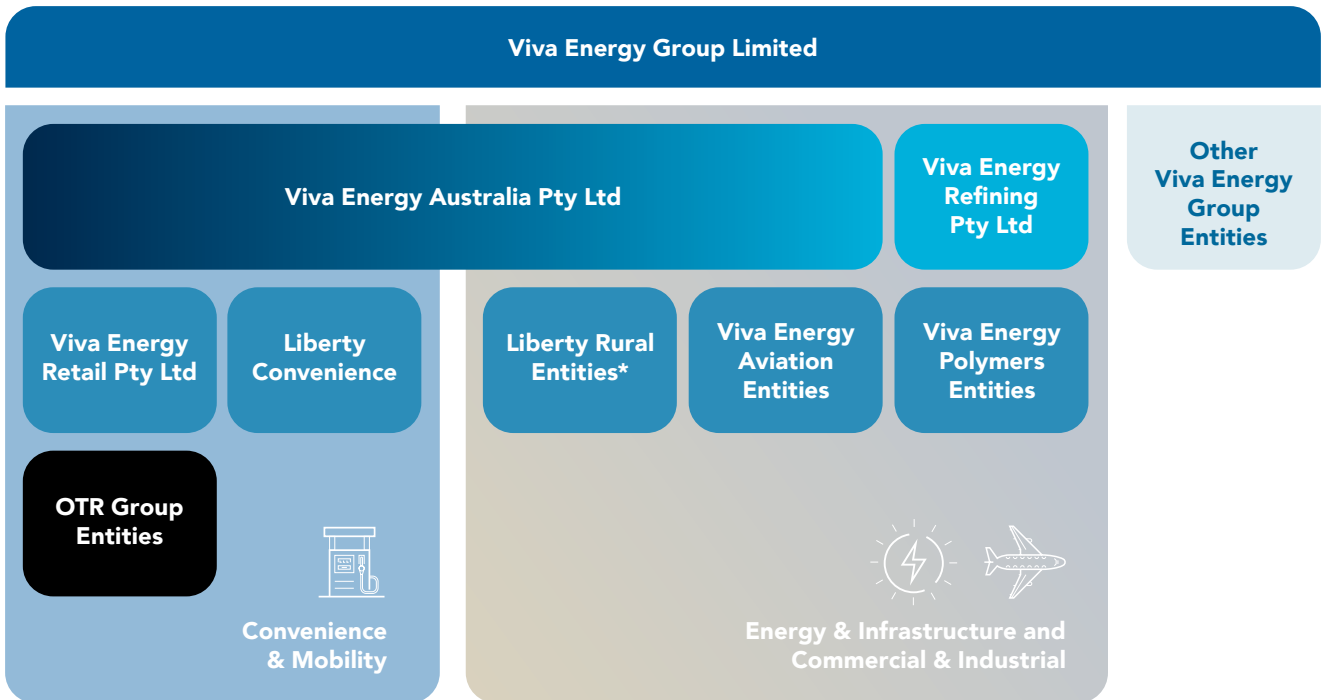
2.1 Structure

Viva Energy Group Limited is a company incorporated in Australia whose shares are publicly traded on the Australian Securities Exchange (ASX: VEA).

The headquarters of Viva Energy Group Limited is located in Melbourne, at Level 16, 720 Bourke Street, Docklands, Vic 3008. The registered office of all reporting entities covered by this Joint Statement is located in Melbourne, at Level 16, 720 Bourke Street, Docklands, Vic 3008.

Viva Energy Group Limited is the parent company of the group, which includes the reporting entities listed on page 3 of this Statement and other controlled entities. A full list of the controlled entities is included at Note 26 to the consolidated financial statements within Viva Energy's 2025 Annual Report.

2.2 Simplified organisational structure

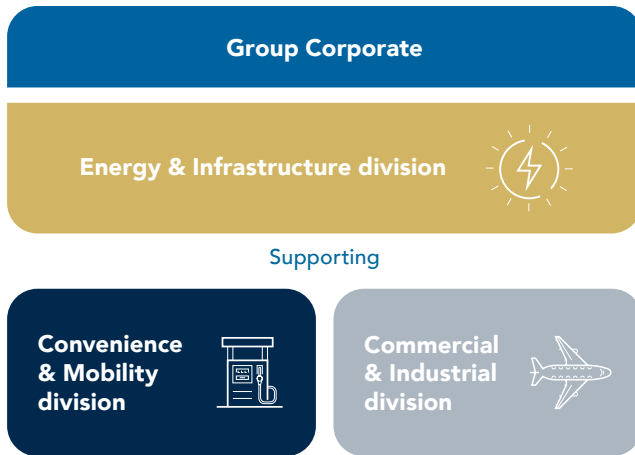


* Includes Mogas regional business.



2.3 Business lines

Viva Energy is organised around three distinct business units:



Each business line is overseen and governed under the governance framework described in Section 1 of this Joint Statement. The Energy & Infrastructure and Commercial & Industrial side of our business together manage a nationwide network of fuel and supply chain infrastructure including Viva Energy's Geelong Energy Hub and our network of distribution assets and energy supply chain services to support the two customer facing business lines. The Convenience & Mobility business is supported by a network of just under 1,000 fuel and convenience stores. Viva Energy has a group-wide workforce of over 15,000 people.

2.4 Energy & Infrastructure

Viva Energy operates the Geelong Refinery, one of Australia's two remaining refineries. This facility has been an important part of Victoria's and Australia's economy since 1954, processing up to 120,000 barrels of oil per day. It produces a variety of fuels, including petrol, diesel, LPG, jet fuel, and Avgas, as well as specialty products like hydrocarbon solvents, bitumen, and high-quality plastic feedstock. In addition to refining, Viva Energy is also involved in polymer production through its polymers processing facility also located at the Geelong Energy Hub where Viva Energy manufactures polypropylene resins from propylene feedstock. Viva Energy is the sole manufacturer of polypropylene in Australia and is a major importer of polyolefins. Viva Energy's polymer products are used in a wide range of applications including packaging films, non-woven fibres, houseware, and industrial sheeting.

The Geelong Energy Hub provides jobs and development for approximately 1,000 people and supplies over 50% of Victoria's and more than 10% of Australia's fuel requirements, bringing together diverse projects to support the evolving energy needs of Victoria and south-eastern Australia. In 2025, Viva Energy marked the successful completion of a trial production of bio-based polymers using used cooking oil as a feedstock to create recycled food-grade plastic packaging. The trial processed more than 9.5 tonnes of soft plastics pyrolysis oil and 10 tonnes of tyre pyrolysis oil through the Geelong Refinery, demonstrating Viva Energy's ability and commitment to creating sustainable and circular economy solutions.

Our national network of infrastructure extends beyond the Geelong Energy Hub and includes an extensive nation-wide network of import terminals and other terminals, distribution facilities, pipelines, depots, logistics solutions and supply chain systems for storage, shipping and distribution of our products across our retail network and to our customers. These secondary distribution assets are managed within the Commercial and Industrial division of our business with strong ties to the Energy and Infrastructure division to form an interconnected and cohesive supply chain.

2. Our structure and organisation continued

2.5 Commercial & Industrial

Our Commercial & Industrial business is made up of a number of diverse business streams to service all parts of the commercial hydrocarbon value chain. Our value-led, customer-focused strategy and strong national and regional coverage ensures a leading position across aviation, resources, marine, defence, transport and wholesale fuel sectors.



Aviation

We have presence at over 98 airports and airfields, including all major airports, and a supply chain capable of delivering to customers of any size. We manufacture jet fuel at our Geelong Refinery, and we are the only manufacturer of Aviation Gasoline (Avgas) in Australia.



Resources

We supply bulk fuel, oils and greases, coolant and detergent products to the resources sector. Our supply chain reaches all major mining regions in Australia, ensuring continuous supply for all customers. Our team of Lubricant Engineers and Technicians work directly with customers to optimise equipment performance and drive continuous improvement.



Defence

Our expert team delivers products and services that support and enable numerous critical Defence activities across Australia and its territories. We supply a wide range of commercial and military specification products, specialist technical advice, product quality guidance and asset management and maintenance services to the Defence sector.



Marine

Viva Energy is Australia's leading supplier of marine fuels, offering both residual and distillate fuel grades. Our extensive network of marine refueling facilities and operations across Australia includes barges, pipelines, and truck delivery options, ensuring comprehensive bunkering solutions for our customers.



Transport

We support the transport sector with our bulk fuel supply, Shell Card access at over 1,500 retail sites nationwide, AdBlue delivery and a national lubricants supply chain. With one of Australia's largest technical teams, we partner with customers to optimise fuel use and meet their fleet and rail needs.



Liberty Rural

The Liberty Rural business extends our capability to supply rural and regional customers with high quality fuels, oils and greases. Liberty Rural distributes more than 2 billion litres a year through our mainland terminals and depot facilities around Australia, making us one of the country's largest wholesaler operators.



Wholesale

Our wholesale business covers agriculture, transport, construction and retail segments. Our national scale in bulk fuel delivery allows us to provide competitively priced options that are tailored to meet our customers' specific needs.



Specialties (including bitumen, polymers, chemicals and lubricants)

We are the only manufacturer of bitumen, polypropylene, hydrocarbon solvents and low aromatic fuel in Australia. We are the country's major importer of polyolefins and solutions and the exclusive supplier of Shell oil and grease products in Australia.

2.6 Convenience & Mobility

Our Convenience & Mobility network makes us the largest convenience retailer in the country. We have over 1,280¹ stores across Australia, with a wide-ranging convenience offer, including the integration of quick-service restaurants and digital customer engagement. This puts us in a strong position for ongoing growth in the rapidly evolving retail segment.

Our brands are:

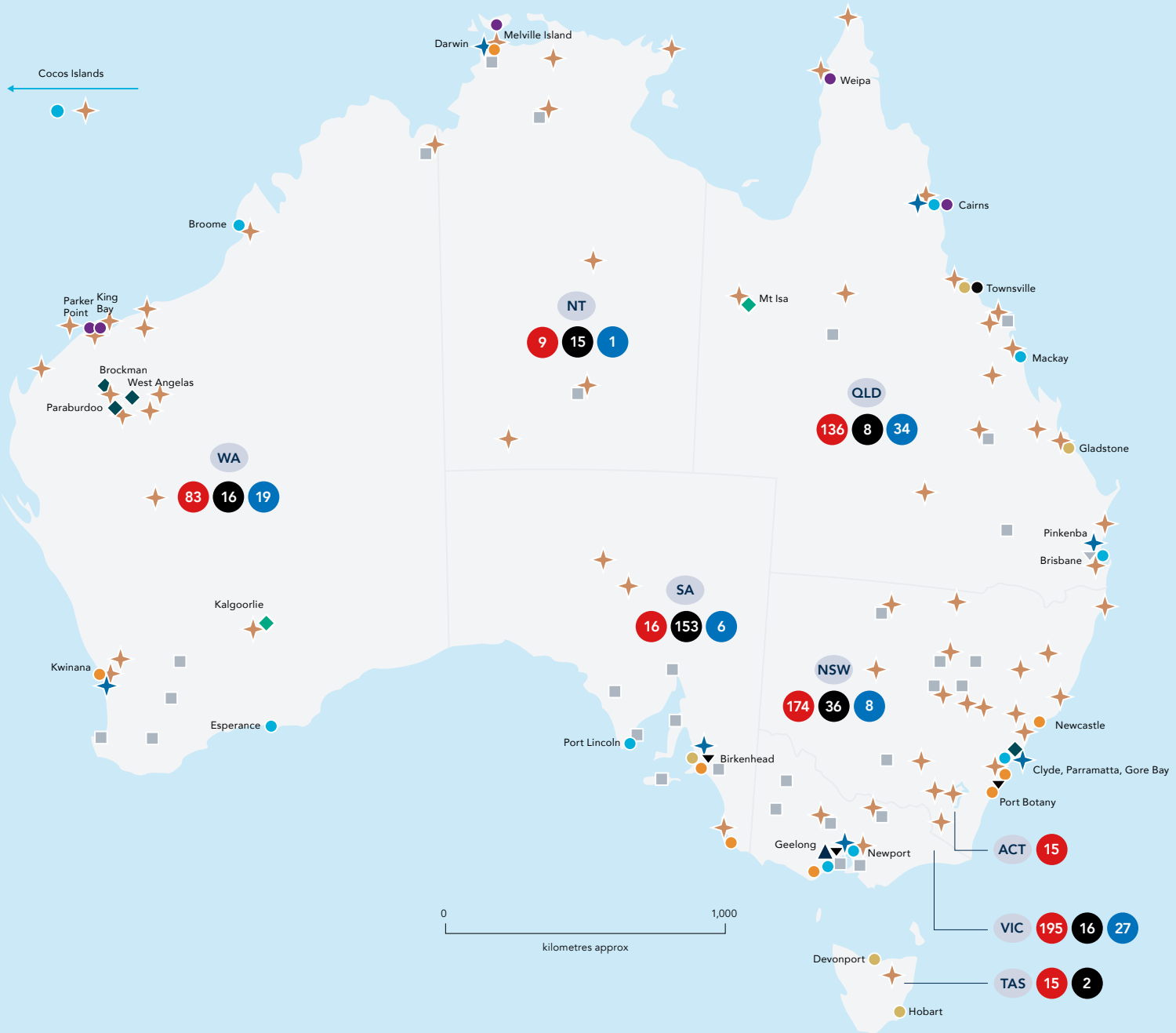
Fuel and Convenience	With 984 ¹ fuel and convenience stores across the country, Viva Energy has the largest fuel and convenience network in Australia under OTR, Reddy Express and Liberty Convenience brands. Together, these brands offer a comprehensive fuel and convenience offer, including fresh food and groceries, household essentials, firewood and ice bags, freshly brewed coffee, sandwiches and a range of hot food. Our brands ensure that every customer can have access to premium grade fuel and convenience items in every corner of our country.
SmokeMart and GiftBox (SMGB)	Our SMGB stores offer a wide range of gifts and accessories, including home and outdoor wares, games, lighting and tech and gadgets.
Quick-Service Restaurants	By incorporating quick-service restaurants (QSRs) into our Convenience & Mobility network, we are further enhancing our convenience retail offering, providing a diverse selection of food choices to cater to the constantly changing preferences of our customers. We have licensing agreements with Guzman y Gomez, Hungry Jack's, Subway, Oporto, Wok in a Box and Krispy Kreme. Additionally, our own brands include Moe's, Happy Wash and more.

1. As at 31 December 2025.



2. Our structure and organisation continued

2.7 Our locations



Energy & Infrastructure network (location names shown)

- ▲ Geelong Refinery
- ▼ Bitumen facility
- ▽ Third-party bitumen facility
- Terminals (leasehold and freehold)
- JV terminal
- Third-party terminal (VEA operated)
- Third-party terminal (not VEA operated)
- ◆ Inland depots
- ◆ Third-party depot (VEA operated)

Commercial & Industrial

- ★ Major airport presence
- ★ Regional airport presence
- Liberty rural depot

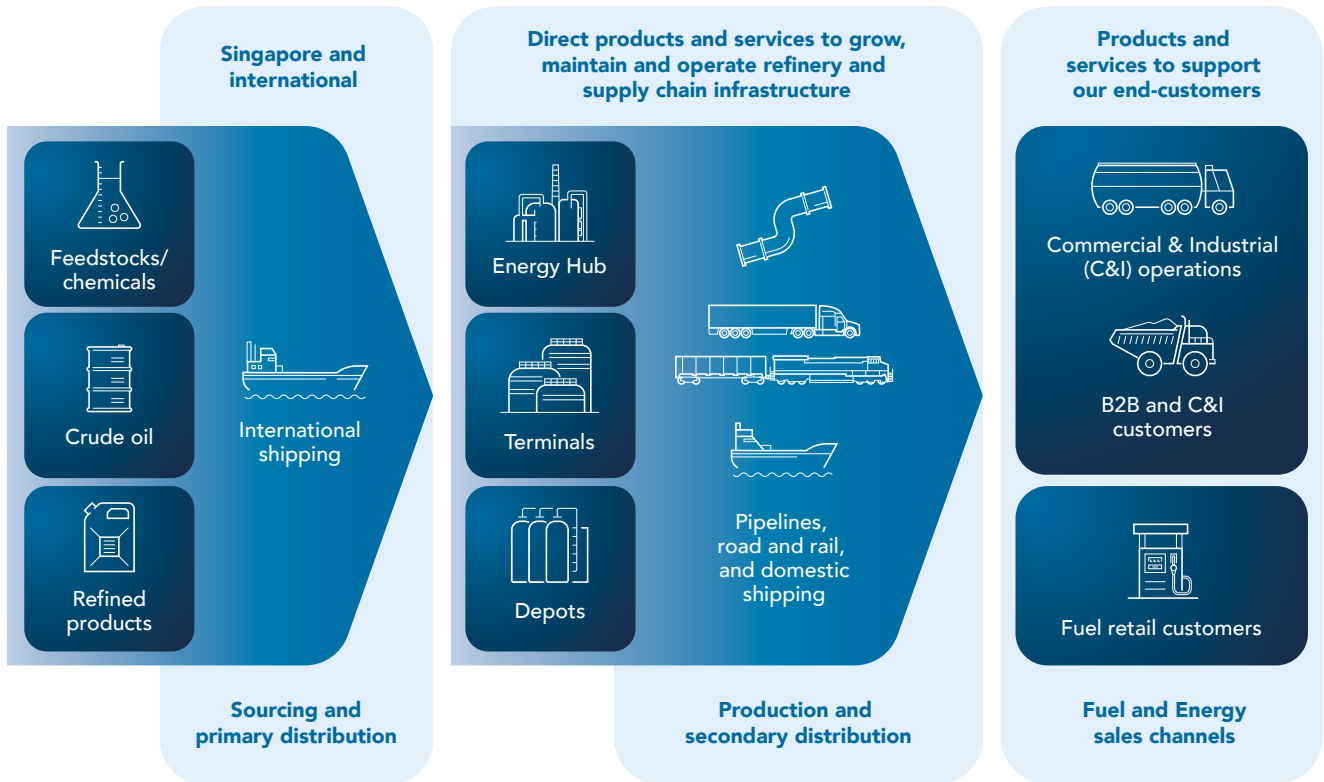
Convenience & Mobility – fuel & convenience network¹

- **Reddy** express 643 total
- **OTR** 246 total
- **Liberty** 95 total

1. As at 31 December 2025.

2.8 Our primary activities across business lines

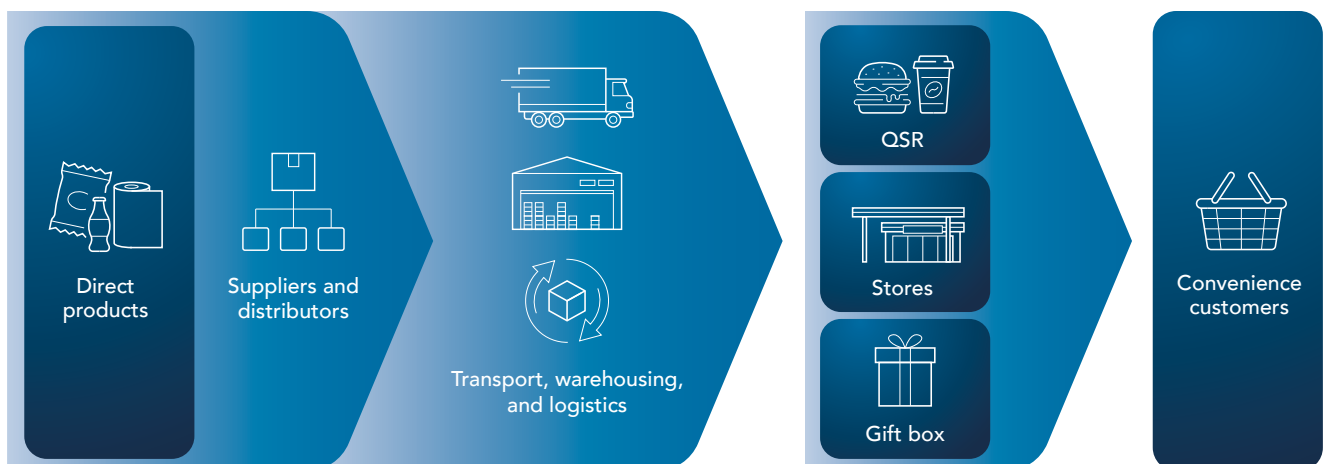
Energy & Infrastructure supply chain (including Commercial & Industrial)



Group Corporate



Convenience supply chain



3.

Our workforce and operations

3.1 General

The Viva Energy group comprises over 15,000 team members based in our State offices and onsites. Viva Energy has two employees based in Singapore, with the rest of Viva Energy's workforce based in Australia. 33% of Viva Energy's workforce are based in regional locations.

All of Viva Energy's workforce are provided with robust onboarding, induction and training to build their knowledge and understanding of Viva Energy's Code of Conduct, values and standards of behaviour, in addition to all policies and procedures relevant to their role and work site. This provides team members with the tools needed to maintain and uphold Viva Energy's policies and procedures, while ensuring that they are supported to identify modern slavery risks and non-compliance.

3.2 Across business lines

Composition of our Viva Energy workforce across our business lines is as follows:

Commercial & Industrial and Energy & Infrastructure (combined)

Terms of employment	EBA	Salaried	Total
Full-time	588	1,255	1,843
Part-time	46	101	147
Casual	46	33	79
Total	680	1,389	2,069

Convenience & Mobility

Terms of employment	Site operations	Store support	Total
Full-time	2,038	619	2,652
Part-time	5,472	14	5,403
Casual	4,902	0	4,902
Total	12,412	633	13,045

Contract/ industrial instrument	Site operations	Store support	Total
Award (FT/PT)	5,930	18	5,948
Casual EBA	194	0	194
Common Law (FT/PT)	0	618	1,637
EBA (FT/PT)	0	615	615
Award Casual	4,708	0	4,708
Total	12,412	633	13,045

3.3 Locations

Our operated assets are entirely in Australia. In addition, Viva Energy's employees are engaged in Australia. More specifically:

- Our office-based employees work from offices located across most capital cities in Australia.
- Apart from our two Singapore based employees, our teams work in sites across Australia, with 40% of these sites considered regional, and drawing on the local population to support each site and provide employment opportunities.
- Employees are employed directly into roles requiring varying levels of experience. Employees are supported by competency based on the job training provided by Viva Energy or via third party contracting companies that require contracted employees to abide by the Code of Conduct and induction processes.

Workers engaged in customer-facing roles within our Convenience & Mobility network, such as console operators, may face heightened modern slavery risks due to the nature of retail fuel operations. These roles are often characterised by variable hours, late-night or sole-operator shifts, high turnover and a workforce that includes young people, students and migrant workers. In some circumstances, these factors can increase vulnerability to underpayment, coercive rostering practices, deceptive recruitment, and limited awareness of workplace rights. We also have a growing network of QSRs where many of our workforce are junior employees (less than the age of 18).

We also recognise that elements of the retail fuel sector have historically included a degree of reliance on third-party labour providers or labour-hire arrangements. Specific factors that may elevate risk include language barriers, limited familiarity with Australian workplace laws, and reduced confidence in raising concerns directly with management.

Across our OTR and Reddy Express network we take active steps to identify and mitigate these risks within our Convenience & Mobility workforce. Our measures include:

- **Policies and training:** Convenience & Mobility team members are issued a copy of the Viva Energy Code of Conduct upon commencement of employment and are expected to complete Viva Energy Code of Conduct re-training every two years. New employees must complete induction learning modules which advises them on respectful behaviour and avenues for raising concerns. Additional online learning modules on respectful workplace behaviour are in development.
- **OTR People Hub:** We have a dedicated intranet space that all Convenience & Mobility employees can access, which hosts useful information regarding payslips, pay queries, superannuation, tax, leave, the relevant industrial instruments, and policies and procedures.
- **Training for leaders and purchasing roles:** Modern slavery training is provided to senior leaders and employees whose role directly involves purchasing and operational control. This training raises awareness about what modern slavery is, enhances the abilities of leaders and staff to spot modern slavery risks in the business, and informs them of their obligations to eliminate modern slavery. To date, approximately 220 leaders and staff across the business have completed modern slavery training, representing a 100% completion rate for all those assigned the module. Additionally, Respect at Viva training has been provided to 513 employees in the Convenience & Mobility business, which includes 47 Area Managers across Convenience & Mobility brands in all states and territories. The purpose of this training is to promote and support a workplace that is proactively assessing and addressing psychosocial risks, bullying, racial harassment, and sexual harassment.
- **Whistleblower mechanisms:** Team members have access to multiple reporting channels, including an independent whistleblower service, and a "Respect at Viva" reporting line. These avenues are accessible at any time and may be used anonymously.
- **Internal grievance procedure:** Workplace concerns can be raised with People & Culture through our internal grievance pathway. This includes a dedicated ticketing system which allows managers to log queries or concerns directly with the People & Culture team. Tickets are triaged and tracked to ensure timely responses, visibility of emerging patterns, and appropriate escalation where required.
- **Cultural resets:** Cultural resets are conducted in store based on data and tickets raised. This is when a representative of the People & Culture team and Area Management conduct paid, team-wide meetings, to directly engage with all employees in that store on expected standards of conduct. These forums include question-and-answer sessions to allow employees to voice their concerns.
- **Engagement Surveys:** A confidential survey provided through a third-party provider is typically issued annually.
- **Employee Assistance Program:** A free and confidential Employee Assistance Program is made available to all employees.

Our Convenience and Mobility business operates under a proactive store operations and supervision model that includes regular store visits, active oversight of rostering and timesheet practices, and structured leading and lagging reporting.

- **Rostering systems and oversight:** Our integrated rostering and workforce management processes support compliance with modern award requirements. Store leaders and our Workforce Management Team regularly review timesheets and rosters to ensure correct practices are followed and to identify both leading indicators (such as planned hours and rostering patterns) and lagging indicators (such as recorded attendance and exceptions).



Case study: Targeted due diligence on offshore outsourcing partner

As part of our 2025 Modern Slavery risk management program, Viva Energy conducted targeted due diligence which included site visits to supplement desktop reviews on an offshore outsourcing partner providing business process services. Recognising the inherent risks in offshore operations (for example, extended working hours, wage transparency and worker welfare) we undertook a detailed desktop review of employment practices, health and safety measures, and compliance with local labour laws. The site visit enabled us to observe actual working conditions – culture and behaviour, speak directly with workers, check policies are being implemented and verify that employment terms and conditions match what was reported in the desktop due diligence.

Key Findings from Site Visit and Due Diligence

- **Employment Conditions:** All workers are engaged under formal employment contracts, with freedom to leave employment without penalty. Overtime is voluntary, tracked through an official timekeeping system, and compensated in compliance with local (Department of Labor and Employment) regulations.
- **Wage Transparency:** Salaries are paid directly to employees' bank accounts twice monthly, with detailed payslips outlining earnings and deductions.
- **Health and Safety:** The provider maintains an Occupational Health & Safety Policy aligned with legal standards, conducts mandatory safety training for all new employees, and has documented emergency procedures tested regularly. Personal Protective Equipment is provided when required.
- **Worker Welfare:** While accommodation is not part of the employment arrangement, on-site resting facilities are available for staff during shifts. Grievance mechanisms and voluntary separation processes are clearly defined.

3. Our workforce and operations continued

- **Visa work restriction monitoring:** The Convenience & Mobility business also proactively manages compliance with visa related work conditions. Some employees hold Australian Student Visas which carry strict work hour limits under conditions. To manage these risks, our workforce management team conducts weekly checks of visa work restrictions and generates a weekly audit report highlighting any potential breaches. This report is issued to Area Managers, who follow up promptly with stores to ensure compliance and corrective action where required
- **Police checks:** All prospective employees aged 18 and above must complete a police check before commencement.

As part of completing the acquisition of the remaining 50% of the Liberty Oil Convenience (LOC) business, Viva Energy has assumed full ownership of the LOC retail network that, like many convenience and mobility operations, presents inherent modern slavery risks due to the use of commissioned agents and third-party operators across its sites. This change brings any and all risks into our operational boundary. Viva Energy already holds extensive knowledge of the LOC business, having maintained a 50% interest prior to acquisition completion, and has begun integrating the network into our established human rights and responsible sourcing frameworks. All commission agents are members of the Australasian Convenience and Petroleum Marketers Association (ACAPMA), the national peak body representing the interests of the fuel wholesale, distribution and retail industry in Australia. LOC requires all commission agents to complete appropriate ACAPMA training courses regarding workplace safety, health and environment and associated risks. Various LOC employees also participate in these training courses. Commission agents also undergo annual employment compliance audits implemented by ACAPMA.

3.4 Our overall approach to fostering a positive workforce culture

Our people drive our success, and our ability to attract, motivate and develop great people is critical to the success of our business. Employees at Viva Energy belong to an amazing team of people who are committed to fostering a positive workforce culture, who embody the values of our business and represent the diversity of the communities in which we operate.

In 2025 we continued our focus on positioning Viva Energy as an employer of choice for gender equality, developing our future leaders and continuing to drive high levels of employee engagement, inclusion, belonging and respect.

We recognise that by empowering individuals and groups that are vulnerable to modern slavery we can play a key role in combating the drivers of modern slavery crimes. At Viva Energy, our aim is that everyone, every day feels respected and valued. Everyone has a part to play in actively and intentionally recognising diversity and behaving with inclusion in mind. We continue to deliver on our Inclusion and Diversity plan, with each of our pillars contributing.

We have seen a significant transformation of our workforce with the inclusion of OTR, with our employee numbers increasing to over 15,000 team members. Our business has an exciting outlook ahead as we continue to grow and transform. Diversity, inclusion and empowerment are crucial strategies in the fight against modern slavery. Providing economic opportunities and support to vulnerable populations reduces the risk of exploitation. Similarly investing in training staff on diversity, inclusion and empowerment principles helps our employees recognise and resist exploitative practices.

An inclusive culture will be essential in the success of our strategy and will continue to play a part in ensuring our people are highly engaged minimise the risk of modern slavery impacts to our workforce.

3.5 Our employment frameworks

As stated above, except for two employees based in Singapore all of Viva Energy’s workforce is based in Australia. Accordingly, the National Employment Standards and associated frameworks that regulate conditions of employment in Australia together with industry-specific employment frameworks and conditions governed by modern awards and enterprise agreements provide robust safeguards against modern slavery practices occurring in Viva Energy’s operations.

Viva Energy takes the following steps to manage its workforce through its operations:

- Our recruitment process captures both age and eligibility to work to ensure we are meeting the ‘minimum age for admission to employment’ requirements.
- Expected workplace behaviours are covered in our induction for new employees, where they learn about our values and expected Viva Energy behaviours, as set out in the Code of Conduct.
- All employees and contractors must confirm their understanding of the Code of Conduct at least once every two years, including the addition of the ‘Guide to the Code of Conduct’ which was rolled out in 2025 to further support our teams in its understanding and application.

					
GENDER	FIRST NATIONS PEOPLES	PRIDE	CULTURE	FAMILY	ABILITIES
Striving for a gender balanced workforce to benefit from diversity of thought, productivity and engagement	Celebrating First Nations cultures, promoting reconciliation, building respect and increasing employment opportunities	Empowering everyone to bring their full self to work while building understanding, respect and allyship	Igniting the conversation on, and celebrating, our cultural diversity	Supporting our people, at different life stages and with diverse caring responsibilities, to thrive	Embracing inclusion opportunities for neurodiverse people and for people with a physical disability



- Employees must complete mandatory training on anti-bribery and anti-corruption, equal employment opportunity and workplace health and safety once every two years.
- Modern Slavery training is also provided to senior leaders and assigned to specific roles within the organisation.
- Proactive engagement of our team on the respect@ work reforms with our respect@viva training continuing throughout 2025, and into 2026.

3.6 Our payroll processes

Viva Energy has an extensive payroll function dedicated to the provision of compliant and timely remuneration and payment processes in accordance with legislation and industrial instruments provided under Federal and State law, our individual contracts of employment and our policies and procedures.

Viva Energy's payroll processes are subject to review on a weekly basis and independent third-party audits occur on a biannual or more frequent basis.

For Viva Energy's payroll function to lawfully and accurately compensate and support its team members, it has in place various operational and other systems and processes designed to capture and manage team member time and output, including rostering or resource allocation and time-keeping systems. Similarly, Viva Energy ensures that there is regular and systematic training (and re-training) of team members and managers to ensure sound decision-making and execution of time-keeping, rostering, leave management, allowance and expense approval and other processes supporting team members' remuneration and benefits.

3.7 Our health and wellbeing culture

Viva Energy ensures key team members in its Safety, Health, People & Culture and Legal divisions maintain up to date knowledge of employment and industrial laws relating to working hours and fatigue management. This knowledge is then applied to monitor, assess and promote team member health and safety in compliance with legislation and best industry practice. Viva Energy's robust Health, Safety, Security and Environment Policy provides further support and monitoring of its operational risks.

3.8 Our screening and on-boarding processes

Before commencement of a team member's employment, a comprehensive right-to-work check is completed, inclusive of regular Visa Entitlement Verification Online (VEVO) system checks for all relevant team members.

During the on-boarding process all team members are provided with:

- Fair Work Information Statement, with team members employed on a casual basis additionally being provided with the Casual Employment Information Statement (CEIS) outlining the information about their conditions of employment and their rights.
- Copies of relevant policies and procedures, including at minimum:
 - Business Principles and Code of Conduct
 - Guide to Standards of Behaviour
 - Competition and Consumer Act Guidelines
 - Securities Trading Policy
 - Disclosure Policy
 - Anti-bribery and Corruption Policy
 - Whistle-blower Policy.

In addition to setting out our expectations of employees, these policies provide information regarding a number of support mechanisms in place for team members who require assistance, including:

- Viva Energy Australia Grievance Policy
- Confidential 24/7 Stop Line
- Confidential 24/7 Respect@Viva Line
- Confidential 24/7 EAP services
- People Queries inbox monitored during business hours
- Access to assigned members of the People & Culture team during business hours.

4.

Our supply chains

4.1 General

Viva Energy has robust and extensive supply chains to ensure we can support our operations and continue to deliver the products and services that our customers expect. We partner with our suppliers and share and set our expectations of our counterparties across key areas of human rights, addressing modern slavery risks, responsible sourcing, health and safety, security, environment and sustainability and compliance with laws within our supply chain.

Viva Energy's supply chains include direct products and services to customers and indirect products and services that support our operations.

Our Energy & Infrastructure supply chain serves both the Commercial & Industrial and Convenience & Mobility businesses. Additionally:

- the Commercial & Industrial business has its own specific supply chain to support its customers; and
- the Convenience & Mobility business has its own supply chains specific to the direct convenience products and services delivered to customers.

4.2 Energy & Infrastructure supply chain

Our Energy & Infrastructure supply chain starts with the procurement of hydrocarbon products (crude oil and other feedstocks, refinery catalysts, chemicals and gases for processing and refined products for storage and distribution). These products are sourced domestically and overseas and then either:

- shipped to our Geelong Refinery for processing;
- shipped to our terminals or other infrastructure assets for storage, further handling and distribution to our customers; or
- bulk shipped or distributed directly to our business customers.

Distribution to our customers occurs through our secondary and tertiary distribution channels, namely to:

- commercial end customers via pipelines, shipping and trucking (including customer pick-up at our terminals, warehouses and depots and into-plane deliveries at our airports); and
- retail customers across our retail network.

The distribution leg of our Energy & Infrastructure supply chain includes the engagement of logistics providers to help store, ship and truck our products.

Our Energy & Infrastructure supply chain also includes the sourcing of consumables used for processing our products and to run and operate our infrastructure assets together with the purchasing of products, materials and services to grow, improve and maintain our infrastructure. This includes the procurement of building products and services, engagement of specialist construction contractors such as mechanical and electrical services, structural and piping services, engineering services, associated IT infrastructure, safety and security services and waste management and environmental services providers.

Types of goods and services sourced across the Energy & Infrastructure Supply Chain are set out in the table below.

Direct goods and services for the manufacture, processing and delivery of our products

- Crude oil, other feedstock and refined product supply
- Fuel shipping (including freight managing and import/export services)
- Biofuels supply
- Industrial gasses
- Chemicals and catalysts supply
- Electricity, gas, water, carbon credits and environmental certificates
- Components, parts, equipment and tools

Indirect goods and services to support infrastructure, operations and the workforce

- Facilities services
- Contingent labour and employee training services
- Consulting services
- Personal protective equipment and uniforms
- Business administration, office services including cleaning and catering
- IT equipment and services
- Utilities



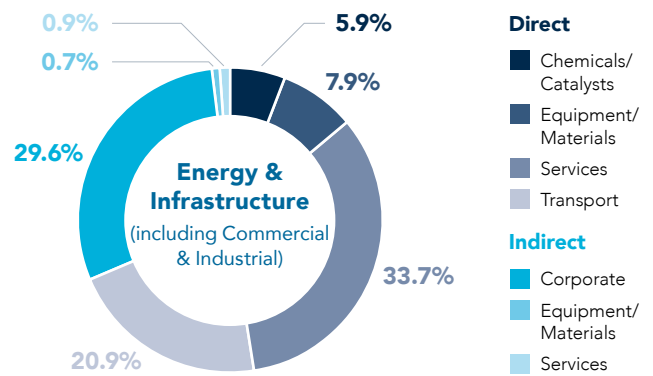
4.3 Commercial & Industrial supply chain

The Energy & Infrastructure Supply Chain serves the Commercial & Industrial business and management of the secondary and tertiary distribution channels falls within the operational control of the Commercial & Industrial business. In addition, the Commercial & Industrial business has its own specific supply chain to directly support its customer offering to Aviation, Lubricants and Liberty Rural customers.

Types of goods and services procured across each of these sectors specific to the Commercial & Industrial business include:

General distribution	<ul style="list-style-type: none"> Road and rail transport services Engineering, technical, maintenance, repair and construction services necessary for processing and supply chain infrastructure operations
Aviation	<ul style="list-style-type: none"> Into-Plane refuelling services Airport agency operations services Airport maintenance services
Lubricants	<ul style="list-style-type: none"> Chemicals and products for resale to customers Warehousing and logistics services Transport services Packing services
Polymers	<ul style="list-style-type: none"> Export and freight forwarding services
Defence	<ul style="list-style-type: none"> Fuel bunkering services International refuelling services
Future fuels	<ul style="list-style-type: none"> Hydrotreated Vegetable Oil (HVO)/renewable diesel Sustainable Aviation Fuel Used cooking oil Circular economy feedstocks

The diagram below illustrates the percentage breakdown of spend by category across the combined Energy & Infrastructure and Commercial & Industrial supply chains.



4. Our Supply Chains continued

4.4 Convenience & Mobility supply chain

Our Energy & Infrastructure and Commercial & Industrial Supply Chains serve the Convenience & Mobility business's supply of fuel products across our extensive service station network. In addition, the Convenience & Mobility business has its own specific supply chain to support its extensive non-fuel retail offerings including quick serve restaurants and other convenience offerings.

Categories of third party spend are broken down into direct goods for resale and indirect goods and services not for resale. Types of goods and services across these categories include:

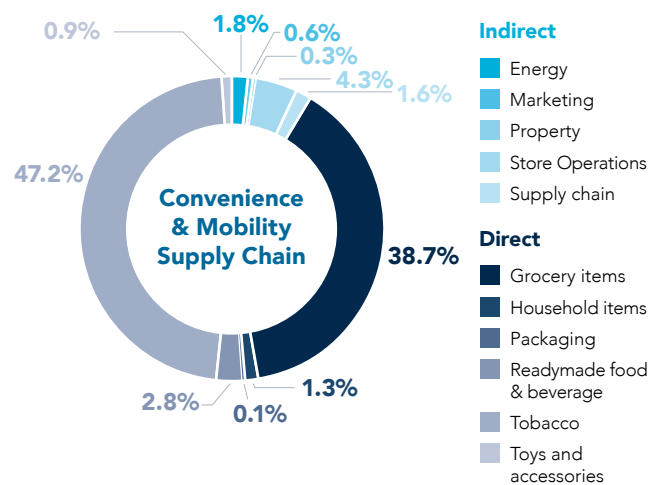
Direct: Goods for resale – i.e. products that are directly sourced from suppliers for resale in our retail stores to our customers	Grocery items	Confectionery, soft drinks, milk, bread, gums and mints, ice-cream and snacks
	Readymade food & beverage	Coffee, sandwiches, baked goods, frozen carbonated beverages and fast food
	Household items	Toilet paper, sunscreen, cleaning and hygiene products
	Toys and accessories	Promotional toys, gifts, hats and sunglasses
	Tobacco	Cigarettes, packaged tobacco and smoking accessories
Indirect: Goods and services not for resale ie items that we purchase to support the operation and running of our Convenience & Mobility business which are not offered up for resale directly to our customers	Store operations	Uniforms, maintenance services, waste services, security and store supplies
	Energy	Gas and electricity, energy consulting and services
	Marketing	Creative, media, print and promotional materials
	Capital	Store infrastructure, project management services and building supplies
	Technology	Hardware, software and IT-related services
	Supply chain	Transport, warehousing and other logistics services
	Packaging	Paper food bags, coffee cups, lids and trays
	Property	In-store maintenance, property development and leasing

Viva Energy's goods for resale products supplied through our convenience stores are purchased via the following supply scenarios:

1. Own branded contract manufacturing
2. Products directly sourced from factories (direct to store) and manufacturing partners.
3. Products sourced from trade partners who source from factories and manufacturers
4. Products sourced through our franchisors for sale across our quick service restaurants.

Behind the arrangements Viva Energy's Convenience & Mobility business has with its direct suppliers, we understand there may be multiple supply chain layers that Viva Energy is not exposed to. This may be the procurement of raw materials for manufacturing or other service providers our suppliers have engaged to buy goods or perform a service. Therefore, Viva Energy's approach to managing risks involves setting expectations not just on the behaviour of direct suppliers but also their secondary suppliers.

The diagram below shows the percentage breakdown of spend by category across the Convenience & Mobility supply chain.



4.5 Composition of suppliers

Excluding suppliers of crude oil and fuel products, chemicals and catalysts, and fuel shipping, set out below is the composition of Viva Energy's suppliers in 2025 is set out below:

4200+ Tier 1 suppliers that Viva Energy procures goods and services: directly supplying different goods and services.

>97% More than 97% of total procurement spend is with Tier 1 supplier entities that are headquartered in Australia or have a local operational presence in Australia.

<3% Less than 3% of procurement spend is sourced from Tier 1 suppliers based outside of Australia. The most common non-Australian Tier 1 supplier locations are Singapore, the United Kingdom and China, with each country accounting for less than 0.3% of total procurement spend.

4.6 Tiers of suppliers

Viva Energy works with a large number of suppliers who provide goods and services directly to us, as well as subcontractors engaged through those suppliers. Regardless of the size and complexity of this network, we recognise our responsibility to conduct appropriate due diligence and identify where the greatest modern slavery risks may sit. While our direct contractual relationships are primarily with Tier 1 suppliers, our visibility of Tier 2 suppliers is continuing to improve. This is being supported by our increased use of SEDEX, which enables Tier 1 suppliers to disclose their upstream supply chains and supports ongoing identification and assessment of modern slavery risks beyond Tier 1.

We understand that exposure to modern slavery risks increases as we look beyond our Tier 1 suppliers. For this reason, Viva Energy expects our Tier 1 suppliers to maintain robust processes and policies to help assess and manage risks within their own supply chains.



5.

Identifying, assessing and addressing our modern slavery risks

5.1 Risks of modern slavery practices

The work outlined in our previous Modern Slavery Statements has enabled Viva Energy to build a strong understanding of our supply chain and identify where modern slavery risks are most likely to occur. This mapping provides us with confidence that our overall risk remains low. In 2025, we did not identify any actual instances or allegations of modern slavery within our operations or among our suppliers. As our supply chain continues to evolve, this mapping and risk assessment work remains ongoing to ensure we maintain visibility and respond to emerging risks.

5.2 Integrated and targeted risk-based approach

Viva Energy adopts an integrated and holistic risk-based approach to identify and assess its modern slavery risks. This is done as part of Viva Energy wider Corporate Risk Management Framework and forms part of Viva Energy's wider sustainability commitment.

To ensure actions taken by Viva Energy to address modern slavery risks are meaningful and effective, we take a targeted approach to prioritise and address those risks which may be present in vulnerable categories of work. This approach ensures our plans and actions focus on the risks that pose the greatest harm to people (i.e. 'salient risks').

The sections below provide information on:

- the risk assessment undertaken across each of our business units;
- vulnerable categories of work identified; and
- targeted actions Viva Energy is taking to address those vulnerable categories of work.

Importantly, the targeted actions taken by Viva Energy are in addition to the foundational actions and controls Viva Energy maintains and monitors in respect of modern slavery risks as described in our previous Modern Slavery Statements, namely:

Aspect	Controls
✓ Policies and procedures	Having in place meaningful policies and supporting procedures that confirm our commitment to protecting human rights and set standards and expectations for ourselves and stakeholders to play our part to identify and mitigate the risks of modern slavery in our operations and supply chains.
✓ Risk assessments	Regularly carrying out risk assessments and mapping to identify areas where modern slavery risks are most prevalent across our supply and operations.
✓ Due diligence and supplier relationship management	Implementing due diligence processes to evaluate and monitor suppliers and business partners for compliance.
✓ Training and awareness	Carrying out training and awareness for employees to recognise the signs of modern slavery and understand their roles in preventing it.
✓ Consultation and collaboration	Having in place a cross-functional and cross-business line Modern Slavery Committee.
✓ Reporting	Establishing clear reporting mechanism for employees and stakeholders to report modern slavery concerns.



5.3 Risk assessments across Energy & Infrastructure and Commercial & Industrial businesses

Viva Energy uses a combination of supply chain mapping, traceability, risk indicators such as country risk, sector risk, supplier risk and resources like the Global Slavery Index and industry reports to inform our risk assessment.

Across our Energy & Infrastructure and Commercial & Industrial businesses, the vast majority of Viva Energy’s suppliers possess one or a combination of the following features:

- They are located and operate within Australia with no or minimal foreign connection. In 2025, excluding sourcing of hydrocarbon products through our arrangements with Vitol, more than 95% of our direct suppliers by number and more than 96% by value were located in Australia.
- They supply equipment, materials, or other inputs that are technically difficult to produce and that would therefore more likely to have been sourced from a country posing a low modern slavery risk (to the extent they were sourced from offshore locations).
- They operate in industries which are subject to significant regulation with strong employee protection mechanisms.

- In the case of the procurement of crude oil and other hydrocarbon products, our supply chain includes purchasing those products either through our arrangements with Vitol and our subsidiary entity in Singapore or other suppliers located in Australia. In that regard, it is noted that, while the original source of those products may in some cases have been located in a country with a higher inherent modern slavery risk, the production, operation and trading of these products requires technical and professional skills and the use of capital intensive assets which are assessed as a low risk for modern slavery.

Targeted actions to address vulnerable categories of work

Viva Energy and our partners have targeted actions in place to actively monitor and review modern slavery risks across vulnerable categories of work, including:

- Seafarers working on ships and at ports transporting our products.
- Construction workers working to build and maintain our infrastructure.
- Cleaning staff and security guards working across our sites.
- Transport drivers transporting our products to our sites and customers.
- Workers across our Information and Communications Technology (ICT) supply chain.

5. Identifying, assessing and addressing our modern slavery risks continued

5.3 Risk assessments across Energy & Infrastructure and Commercial & Industrial businesses continued

Targeted actions to address vulnerable categories of work continued

Examples of targeted approaches including partnership with third party organisations to manage modern slavery risks specific to these areas are described below:

Seafarers	<p>Viva Energy depends on shipping and seafarers to transport crude, feedstocks, refined products and other imported goods to Australia.</p> <p>During 2025, Viva Energy's Supply and Trading Assurance Team conducted 642 port calls and vetted 294 vessels. Of these, 21 were rejected for technical and operational reasons. None of the rejections were on the basis of failing to meet minimum crew management or welfare requirements or modern slavery concerns.</p> <p>Information on the range of vetting processes and measures that Viva Energy has in place to safeguard seafarer health and wellbeing was included in our 2023 Modern Slavery Statement.</p> <p>During 2025, as part of our Community Program, we renewed our long-standing sponsorship with Mission to Seafarers Melbourne. We are proud to be the first anchor corporate member and our ongoing partnership reflects Viva Energy's commitment to supporting the maritime community and ensuring the welfare of those who work at sea.</p>
Construction industry workers	<p>Viva Energy uses the ISNetwork platform to assist in pre-qualifying medium-high risk contractors and suppliers as eligible to carry out construction works on our Energy & Infrastructure sites. Use of this platform helps ensure that all contractors and suppliers working on Viva Energy's sites meet our safety, regulatory and site-specific requirements. ISNetwork includes a modern slavery assessment as part of its pre-qualification process for contractors and suppliers. This assessment typically involves contractors and suppliers answering questions related to their policies and practices on modern slavery including oversight of their supply chain, workforce composition and the use of migrant labour, submission of relevant documentation that demonstrates compliance with anti-slavery laws and regulations and use of ISNetwork review and verification services (RAVS) to ensure information meets the required standards.</p> <p>Viva Energy also requires that contractors and suppliers performing work across our Convenience & Mobility network, depots and commercial facilities are accredited by the Workplace Clearance Group (WPCG). The WPCG accreditation system forms part of Viva Energy's targeted due diligence program for ensuring overall safety of construction workers carrying out work for Viva Energy.</p>
Cleaning and security industry workers	<p>We require our cleaning and security services suppliers to share with us on a periodic basis information in respect of:</p> <ul style="list-style-type: none">• ongoing compliance with the minimum employment entitlements set out in the National Employment Standards;• the extent to which they engage migrant and temporary workers and measures they have in place to create a fair and supportive environment for migrant and temporary workers, ensuring they are treated with respect and dignity;• policies and procedures they have in place to prevent modern slavery and human trafficking in their operations and supply chains;• how they ensure that all workers, including subcontractors, are paid fairly and on time; and• any social audits or assessments conducted on their supply chain to identify and address modern slavery risks. <p>Specifically in respect of security workers:</p> <ul style="list-style-type: none">– all security providers and workers engaged by our security providers must be licensed in accordance with applicable State legislation and licensing requirements which ensures that security providers meet certain standards of conduct, training and accountability;– our primary security provider is accredited through ISNetwork which provides additional assurance to Viva Energy in respect of demonstrating compliance with anti-slavery laws; and– our Group Security Standard is incorporated as a contractual obligation into our security services contracts which commits Viva Energy and our security providers, as a collaborative effort, to implement the Voluntary Principles Initiative on Security and Human Rights. The Voluntary Principles Initiative is a membership-based global multi-stakeholder platform dedicated to sharing best practices and mutually supporting the implementation of the Voluntary Principles. While Viva Energy is not a member of initiative, Viva Energy employees are engaged in the platform through our strategic fuel supply arrangement with Vitol.

Transport drivers

Viva Energy engages specialist dangerous goods transport providers to transport fuel, chemicals, bitumen and lubricants 24/7 across Australia. Viva Energy is proud to have an ongoing partnership with National Road Safety Partnership Program (NRSPP). We are a founding partner of the NRSPP and very proud of our active commitment to improving road safety and driver well-being initiatives led by NRSPP since 2012. Participation in NRSPP enables Viva Energy to partner with industry stakeholders and road transport suppliers to support the health and wellbeing of transport drivers overall. Viva Energy requires our carriers to maintain accreditation under the National Heavy Vehicle Accreditation Scheme (NHVAS). NHVAS accreditation provides assurance under an independent audit framework on employment and business standards and practices adopted by heavy vehicle operators and their compliance with national heavy vehicle laws. This includes an assessment against measures in place for preventing modern slavery within a heavy vehicle operator's employment practices and supply chains. Noting that the purpose of NHVAS and NRSPP is generative and is much wider than modern slavery risks, covering all aspects of compliance with national heavy vehicle transport laws.

Information and communications technology

When procuring technology equipment for use by our employees, we seek to engage with suppliers who source technology equipment from suppliers that are part of the Responsible Business Alliance (RBA) Code of Conduct, which covers labour, health and safety, environmental practices, ethics and management systems and includes focuses on the prohibition of forced labour, young workers and compliance with local laws in relation to working hours, wages and benefits. Suppliers who are members of the RBA are committed to supporting the rights and wellbeing of workers and communities worldwide affected by the global electronics supply chain and undergo regular assessments and audits to ensure compliance with the RBA standards. These assessments cover various aspects including labour practices, environmental impact, and ethical conduct.



Case study: Engaging a national security services provider

In 2025, we undertook a comprehensive process to engage a new national security services provider, recognising that security services can present elevated modern slavery risks due to subcontracting, casual employment, and third-party labour arrangements. Our approach focused on ensuring alignment with our ethical standards and building transparency into service delivery.

Step 1: Request for Proposal (RFP) Process and Initial Screening – We initiated a formal RFP process, requiring all bidders to disclose their policies and practices related to modern slavery, employment conditions, and worker wellbeing. This included detailed responses on recruitment practices, grievance mechanisms, and subcontractor oversight.

Step 2: Targeted Due Diligence – Shortlisted providers underwent a targeted due diligence review, which included:

- Assessment of modern slavery risk management frameworks and compliance with Australian legislation.
- Review of employment practices, including fair wages, working hours, and health and safety measures.
- Verification of recruitment processes to ensure transparency and prohibition of recruitment fees.

Step 3: Service-Level Transparency and Planning – As part of contract negotiations, we worked with the selected provider to establish clear service-level expectations and gain visibility into their service management planning. This included workforce allocation, rostering practices, and wellbeing initiatives for security personnel.

Step 4: Ongoing Oversight and Governance – To maintain accountability, we embedded contractual obligations requiring adherence to our Responsible Sourcing Policy and Supplier Code of Conduct and modern slavery standards. We also implemented quarterly reporting on workforce practices and scheduled periodic audits to verify compliance and maintaining a current service management plan to demonstrate ongoing compliance under the contract and ensure risks are transparently and proactively identified and managed.

Step 5: Building a Shared Culture – Beyond compliance, we actively fostered a collaborative relationship by sharing our values and expectations and treating the provider as an extension of our team. Joint training sessions and open communication channels ensure continuous improvement and alignment on ethical practices.

This process demonstrates our commitment to proactive risk management and transparency in high-risk service categories, ensuring that all individuals contributing to our operations are treated fairly and with respect.

5. Identifying, assessing and addressing our modern slavery risks continued

5.4 Risk assessment across Convenience & Mobility supply chain

Our risk mapping and assessment shows that the supply chains specific to our Convenience & Mobility business pose more salient risks compared to our overall modern slavery risk exposure in our Energy & Infrastructure and Commercial & Industrial supply chains.

Based on our assessments, we have identified the following high risk product categories and potential risks within our Convenience & Mobility supply chain.

High risk product/ service categories	Potential risks
Fresh food and agricultural products	<ul style="list-style-type: none"> • High prevalence of migrant, seasonal, and informal labour in agriculture • Increased exposure to forced labour and child labour in some regions • Low visibility of labour brokers and on-farm practices • Labour intensive work creates vulnerability to exploitation • Limited oversight of smallholder farmers and complex grower networks
Products containing high-risk raw materials such as tobacco, cocoa, tea and coffee from manufacturers who supply our Goods for Resale (GFR)	<ul style="list-style-type: none"> • Lack of visibility of working conditions in some origins of these raw materials • Reliance on migrant and unskilled labour force • Higher likelihood of forced labour and child labour • Multiple intermediaries create traceability gaps – lack of available information • Absence of controls to manage risk and events of modern slavery
Apparel, clothing and textiles	<ul style="list-style-type: none"> • High-risk manufacturing hubs with known issues of forced labour, unsafe conditions, and excessive overtime • Frequent use of labour agents creating recruitment fee risks • Tier 2 and Tier 3 facilities often lack oversight (e.g., mills, dye houses etc) • Subcontracting common, reducing transparency • Commercial pressure driving exploitative practices

Electrical goods, toys gadgets, electronics, battery operated items

- Electronics manufacturing often involves forced overtime and exploitation of migrant workers
- Batteries and electronics rely on minerals (e.g. cobalt, lithium) linked to child labour and unsafe mining
- Complex, multi-tier global supply chains reduce visibility
- Subcontracting and specialised component production create blind spots
- Limited transparency into component level working conditions
- Manufactured in low-cost, high-risk regions with inconsistent standards
- Fragmented component sourcing reduces traceability
- Minimal insight into working conditions in smaller or informal factory clusters

3PL (third party logistics) services located in high-risk geographical zones

- Higher likelihood of exploitation of warehouse, transport, and handling workers due to weak labour enforcement
- Increased reliance on temporary, migrant, or agency workers with limited protection
- Potential for debt bondage through recruitment fees in some regions
- Limited visibility and oversight in multisite, subcontracted logistics networks
- Pressures for rapid fulfilment and low-cost transportation increasing vulnerability to poor working conditions

Assessed risk across our SMGB supply chain

In line with our 2024 focus areas, in 2025 we piloted the use of the Supplier Ethical Data Exchange (SEDEX) platform across our SMGB supply chain to strengthen our understanding of inherent modern slavery risks. This pilot involved engaging without our SMGB suppliers via the SEDEX platform to enable us to conduct structured risk assessments to evaluate exposure to labour, recruitment, and supply chain vulnerabilities. The insights gained from this initiative have enhanced our visibility of potential risk hotspots and provided an evidence-based foundation for prioritising future due diligence, supplier engagement and capability building activities. Below is a summary of how the data insights inform our current and future actions.

Assessment approach and spend coverage

In 2025, Viva Energy piloted the use of SEDEX as a due diligence mechanism for selected SMGB suppliers, particularly those involved in merchandise sourcing, supply chain activities and overseas manufacturing.

The pilot prioritised suppliers operating in higher-risk product categories and jurisdictions, as well as those representing significant spend within the SMGB portfolio. This risk-based approach enabled us to test the effectiveness of SEDEX while expanding visibility across priority areas of our merchandise supply chain.

During the reporting period, 54 key SMGB suppliers were engaged as part of the SEDEX pilot assessment process. These suppliers represented approximately 40% of the SMGB supplier base and 97% of total SMGB spend.

Suppliers were assessed using a combination of:

- SEDEX Self-Assessment Questionnaires (SAQs).
- SEDEX Members Ethical Trade Audit (SMETA) audit reports where available.
- Alternative due diligence mechanisms, including supplier modern slavery statements and Viva Energy's self-assessment questionnaires for non-SEDEX suppliers and Business Social Compliance Initiative (BSCI).

Collectively, suppliers for which SEDEX and/or alternative due diligence evidence was obtained accounted for approximately 65% of total SMGB spend during the reporting period.

Supplier concentration by category

Supplier Region	% of Supplier Base	% of Total SMGB Spend
Cigarette Suppliers (Tier 1)	6%	63%
Merchandise Manufacturers	46%	1.3%
Supply Chain & Other		
Remaining Suppliers	6%	0.4%
Total	60%	64.7%

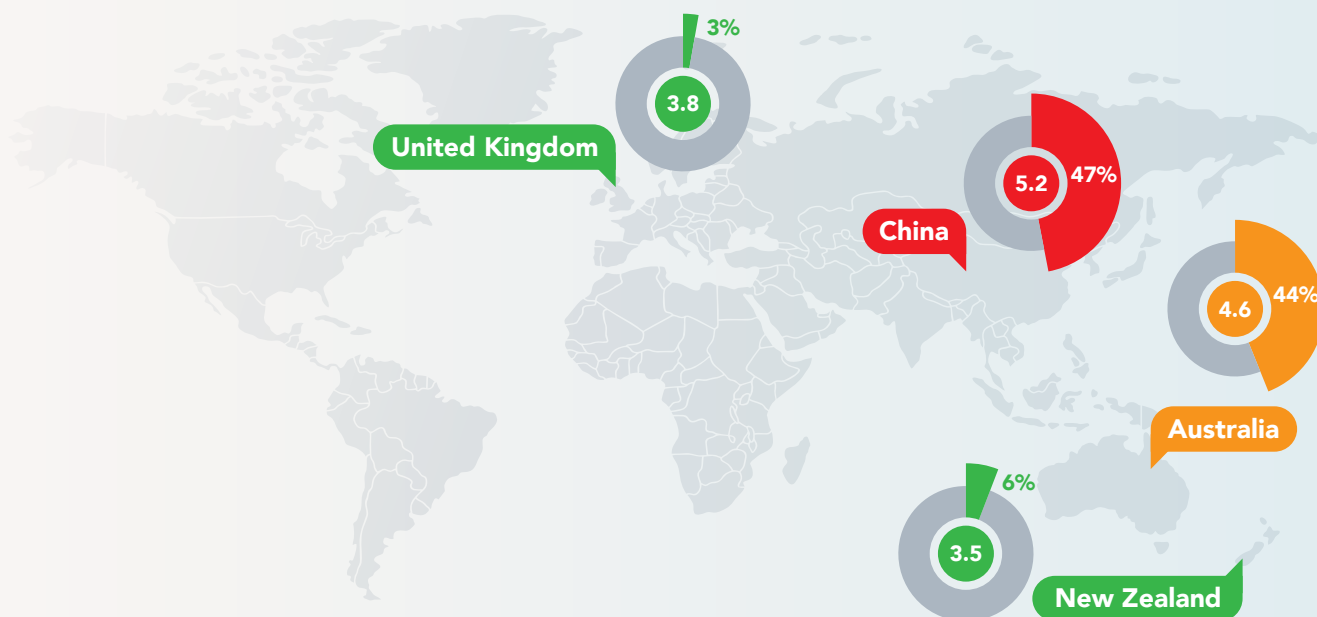
Supplier geographic concentration

Country	% of Assessed Suppliers	Inherent Risk Score
China	47.06%	5.2
Australia	44.12%	4.6
UK	2.94%	3.8
NZ	5.88%	3.5

Geographic distribution and inherent modern slavery risk of assessed Tier 1 suppliers

This map illustrates the location of assessed Tier 1 SMGB suppliers by country, together with their associated inherent modern slavery risk scores. Pie charts indicate the proportion of assessed suppliers located in each country, while colour coding reflects relative inherent risk levels. This analysis supports the identification of higher risk geographies and informs the prioritisation of due diligence and engagement activities.

China represents the largest share of assessed suppliers (47.06%) and is shown in red due to an inherent risk score of 5.2. Australia accounts for 44.12% of assessed suppliers and is shown in amber with a risk score of 4.6. United Kingdom (2.94%) and New Zealand (5.88%) are shown in green, reflecting lower inherent risk scores of 3.8 and 3.5 respectively.



5. Identifying, assessing and addressing our modern slavery risks continued

Inherent risk findings

The SEDEX assessment identified inherent modern slavery risk indicators across the SMGB supply chain based on product type and location. These insights were reported to existing governance forums, including the Modern Slavery Committee to support oversight and guide future priorities. Key observations included:

- Approximately half of the assessed suppliers exhibited higher inherent risk because of product types such as apparel, electronics, toys and giftware and nexus to higher risk geographies – largely international manufacturers with supply chains and operations in China.
- Salient modern slavery risks associated with China’s export manufacturing sectors include:
 - forced labour linked to state-imposed labour programs (and private sector);
 - debt bondage and retention of identity documents;
 - excessive overtime and hazardous working conditions;
 - deceptive recruiting for labour; trafficking in migrant workers; and weak worker voice.²

The presence of inherent risk indicators does not necessarily indicate confirmed instances of modern slavery; rather, these findings reflect structural risk exposure common within global manufacturing supply chains.

Audit outcomes and identified non-compliance

Non-compliances identified through SEDEX SAQs and SMETA audits were primarily concentrated in working hours management and social insurance documentation within manufacturing sites located in China.

Code area	Major	Minor	Total
2: Freedom of association and right to collective bargaining are respected		1	1
3: Working conditions are safe and hygienic	4	5	9
4: Child labour policy controls	1		1
5: Legal wages are paid	3	1	4
6: Working hours are not excessive	6		6
8: Sub-contracting and homeworkers are used responsibly	1		1
Total	15	7	22

These findings are consistent with known sectoral risks in labour-intensive manufacturing environments. A smaller number of findings related to workplace safety controls and governance documentation. No confirmed instances of forced labour, human trafficking or child labour were identified during the reporting period.

Risk-based response and site visit program

Insights drawn from SEDEX data enhanced Viva Energy’s visibility across the SMGB merchandise supply chain and provided independent validation that existing factory site visits and targeted due diligence activities were appropriately focused on higher inherent risk suppliers and geographies.

Analysis of SEDEX SAQ and SMETA data confirmed that:

- Suppliers and manufacturing sites prioritised for buyer-led factory visits were predominantly those exhibiting higher inherent risk profiles.
- Higher risk geographies already subject to enhanced oversight (e.g. China) aligned with SEDEX risk indicators.
- Suppliers subject to additional social audits were appropriately concentrated in higher risk categories.

Where social audits (including SMETA) had been applied, these were predominantly aligned to suppliers exhibiting higher inherent risk profiles, reinforcing the relevance of those audit activities.

Buyer-led site visits, combined with SEDEX insights, strengthened understanding of site-level labour practices and supported constructive supplier engagement and continuous improvement.

Our site visit program

The SMGB team recognises the critical importance of undertaking site visits to our supply partners in China and has a robust site visit program in place to support this commitment. These on the ground engagements provide our teams with practical insights into real working conditions, employee interactions, and day to day operational behaviours that cannot be fully understood through documentation and desktop risk assessments alone. By spending time directly with our suppliers, we gain a deeper appreciation of their practices, challenges, and cultural environment, which strengthens transparency and fosters an atmosphere of trust and openness between our organisations. This approach not only enhances the quality of our due diligence (including SEDEX assessments) but also supports more collaborative and meaningful conversations about continuous improvement.

In 2025 we carried out 22 direct on-the-ground factory visits to various cities in China including Shenzhen, Guangzhou, Foshan, Ningbo and Zhongshan. Site visits included:

- reviewing available background information to prepare focus site visit interview questions;
- carrying out informal interactions and interviews with factory workers led by our bi-lingual buying teams to gain a worker-centric lens on our human rights risks;
- meeting with senior managers to review and examine documentation such as third party audit results and other information shared by factory management (for example Business Social Compliance Initiative (BSCI) Audit results); and
- physical walkthroughs of the factory and worker spaces as applicable.

2. Per Modern Slavery in China Global Slavery Index (Modern slavery in China | Walk Free).

The insights gathered continue to inform Viva Energy's modern slavery risk management activities by:

- Supporting more targeted due diligence for suppliers identified with higher inherent risks.
- Strengthening our risk-based approach to supplier oversight and engagement.
- Helping prioritise suppliers and sites for additional SEDEX-linked social audits and ongoing site visits through our dedicated buying teams.

Viva Energy recognises that modern slavery risks may extend beyond Tier 1 suppliers. As visibility improves, we will progressively expand our due diligence and site visit program to strengthen oversight further across the SMGB supply chain, with a phased, proportionate approach that ensures efforts are focused where risk is most significant.

5.5 Targeted actions to address assessed risks

During 2025, Viva Energy continued to procure products through the established supply arrangements with Coles Group to support the Reddy Express convenience offering. Through this arrangement, Viva Energy accessed suppliers that also supply to Coles Group in accordance with Coles Group's ethical sourcing policy and requirements, including expectations relating to fair labour practices, safe working conditions, and the prohibition of forced labour. Throughout the year, we worked collaboratively with Coles to understand their due diligence and monitoring processes, while also conducting our own complementary due diligence activities, which included reviewing Coles Group's 2025 Modern Slavery Statement.

In 2025, our Convenience & Mobility business also progressed several strategic sourcing initiatives with a strong focus on modern slavery risk management. As part of our Request for Proposal (RFP) processes, we embedded targeted due diligence requirements into supplier selection to ensure alignment with our ethical standards and compliance obligations.

Looking ahead, as Viva Energy prepares for a major transformation program commencing in 2026, we will begin establishing our own fully integrated supply chain to service the OTR and Reddy Express store network. This strategic shift marks the transition away from reliance on Coles Group product supply arrangements. Standing up an integrated supply chain will not only provide greater commercial flexibility and operational control but will also enhance our capacity to embed robust human rights and modern slavery due diligence processes from end to end. As we build this new supply chain capability, we will apply the learnings gained from our engagement with Coles and our own due diligence work to ensure that modern slavery risk management is deeply embedded in supplier onboarding, contracting, category management, and ongoing monitoring across the expanded network.

This transformation program represents a significant opportunity to strengthen ethical sourcing foundations across our Convenience & Mobility business, deepen visibility across new supply partners and geographies, and ensure that modern slavery considerations are integrated into every stage of our evolving supply chain model.



5. Identifying, assessing and addressing our modern slavery risks continued

2025 highlights include:

- **Modern Slavery Risk Assessment in RFPs:** All bidders were required to disclose policies, governance frameworks, and workforce practices addressing modern slavery risks, including subcontractor oversight and grievance mechanisms.
- **Engagement of Domestic Services Supplier:** We extended an existing agreement for maintenance services across Convenience & Mobility following a structured sourcing process that incorporated targeted due diligence on employment practices and modern slavery controls. This process confirmed the supplier's alignment with Australian labour laws, the operation of formal grievance and whistleblower mechanisms with protections against retaliation, mandatory annual modern slavery training for employees and active engagement of their own suppliers on ethical standards. Independent validations that the supplier had themselves undertaken, including a Prenza ethical audit, ISO 14001 certification and a JLL ESG audit, provided additional assurance of mature governance frameworks and compliance with modern slavery expectations.
- **Selection of 3PL Distribution Centre Partners:** We applied the same rigorous due diligence to third-party logistics providers, focusing on employment conditions, subcontractor management, and transparency in service delivery.

For all engagements, we established clear service-level expectations and gained visibility into service management planning to ensure ethical practices are embedded throughout operations. These initiatives demonstrate our commitment to integrating modern slavery risk management into procurement decisions and building strong, transparent relationships with suppliers across our Convenience & Mobility network.

5.6 Customer surveys

Our Commercial & Industrial business is a supplier to some of Australia's largest companies operating across the resources, aviation, mining, road transport and bitumen sectors. As such we are subject to regular review by those customers as part of their own modern slavery due diligence. During 2025, we completed more than 50 customer initiated self-assessment questionnaires and shared a range of information with our customers on our approach to managing modern slavery risks across specific supply chains established to support those customers. None of those assessments involved findings of modern slavery risks which needed to be pursued further.

This continuous cycle of assessment through our customers provides both a real time ongoing assessment of our risks, while allowing us to better understand modern slavery due diligence practices and hence refine our own practices to maintain continually improving standards.

5.7 Improving staff awareness

Viva Energy is committed to ensuring that all appropriate staff within its operations that have a connection with people or procurement activities understand modern slavery and are equipped to assess modern slavery risks.

In that regard, in 2025 the training modules across our operations were harmonised into a single module and senior leaders and staff with responsibility for managing external supplier procurement were assigned modern slavery training.

The training program provides a general background to the modern slavery legislation and Viva Energy's responsibilities under the *Modern Slavery Act 2018 (Cth)*. Importantly, the program provides practical tips on how to recognise practices that may constitute modern slavery, including key factors that increase the risk of modern slavery.

Viva Energy considers that this training provides strong coverage for those workers who may be exposed to modern slavery compliance risks in their day-to-day operations.

This targeted training is in addition to the broader training undertaken by all employees and contractors of Viva Energy, who must confirm their understanding of the Code of Conduct and complete mandatory training on anti-bribery and anti-corruption, equal employment opportunity and workplace health and safety at least once every two years.

Going forward, we will continue to provide training and other forms of communication which aim to strengthen the ability across the Viva Energy to identify any risks of modern slavery practices. The launch of our refreshed intranet will assist to build general awareness via news articles and other information.



6.

Assessing effectiveness and looking forward

6.1 Looking forward

Given that our business and supply chains continue to evolve, we are aware that we need to continue to remain vigilant. As we undertake our transformation journey we are committed to ensuring the integrated systems and processes we apply across our Convenience & Mobility business encompass robust risk assessment tools, supplier management and data-based reporting platforms to drive compliance and promote responsible sourcing practices including compliance with anti-slavery policies.



6.2 2026 Focus areas

In 2026, Viva Energy's focus will be in the following areas:

Focus area	Key actions
Strengthening our supplier relationships as part of our Convenience & Mobility supply chain transformation	In 2026 we plan to further embed use of the SEDEX platform across our Convenience & Mobility business to extend our understanding of our current supply chain and the potential risks and use the SEDEX tool to identify key suppliers and take further actions such as targeted audits.
Deepening due diligence across higher-risk product categories within own brand supply chain	In 2026, Viva Energy will strengthen human rights due diligence across higher risk product categories within its Convenience & Mobility exclusive brand supply chain. This includes deeper assessment of commodities such as palm oil, cocoa, packaging materials, and factory produced goods, along with other areas known for elevated modern slavery risks as part of Viva Energy's transformation to establish its own direct supply chain away from wholesale supply chain risk product categories within its Convenience & Mobility exclusive brand supply chain.
Building culture and awareness	In 2026, Viva Energy will also focus on building a deeper understanding of the employment models and modern slavery risks that may arise across our QSR and broader store network. This work aligns with our ongoing efforts to strengthen modern slavery oversight as our Convenience & Mobility business grows and diversifies.



6. Assessing effectiveness and looking forward continued

Assessing effectiveness

Viva Energy will continue to assess the effectiveness of our modern slavery risk management program on a regular basis by using the following feedback channels.

Channel	Feedback																
Enterprise Risk Management (ERM) Framework	Modern slavery risks are integrated into Viva Energy's ERM Framework. This provides an opportunity for the Board, Board Committees, Executive Leadership Team and Risk Owners to assess the status of the risk, the effectiveness of controls and measures in place and engage with stakeholders accordingly.																
Customer and other Stakeholder Engagement	Adequacy of our approach to modern slavery reporting and delivering on our initiatives is regularly reviewed and shared with our key customers. We value their feedback and see this a critical way for us to assess our own effectiveness.																
Governance and policies	<p>Periodic scheduled reviews of our policy settings and governance framework provides opportunity for us to assess the effectiveness of our overall governance framework, alignment with emerging practice and commitments we make in respect of responding to modern slavery risks.</p> <p>Our internal audit function through annual planning process provides Board and Management with feedback and insights on the effectiveness of risk management, compliance, control and governance.</p>																
Supplier code of conduct and other reporting mechanisms	<p>Grievance processes provide opportunity for Viva Energy to learn from stakeholders to inform future action and investigate to determine the source of the risk and if necessary, plan for remediation.</p> <p>Viva Energy has in place the following grievance channels through which individuals can raise concerns:</p> <table border="1"> <thead> <tr> <th>Employees</th> <th>Suppliers and other stakeholders</th> </tr> </thead> <tbody> <tr> <td>Whistleblower</td> <td>Whistleblower</td> </tr> <tr> <td>Viva Energy Australia Grievance Policy</td> <td>Confidential 24/7 Stop Line</td> </tr> <tr> <td>Confidential 24/7 Stop Line</td> <td>Supplier concerns may be raised directly to Viva Energy supplier representatives in accordance with Supplier Code of Conduct</td> </tr> <tr> <td>Confidential 24/7 Respect@Viva Line</td> <td>Heavy Vehicle Confidential Reporting Line – administered by NHVR. This is a secure, national, confidential telephone service for participants in the heavy vehicle industry and its supply chain to report safety issues relating to procedures, practices or conditions in the heavy vehicle transport industry and its supply chain that might endanger the safety of a heavy vehicle driver, their passengers, other road users or the community.</td> </tr> <tr> <td>Confidential 24/7 EAP services</td> <td></td> </tr> <tr> <td>People Queries inbox monitored during business hours</td> <td></td> </tr> <tr> <td>Access to assigned members of the People & Culture team during business hours</td> <td></td> </tr> </tbody> </table>	Employees	Suppliers and other stakeholders	Whistleblower	Whistleblower	Viva Energy Australia Grievance Policy	Confidential 24/7 Stop Line	Confidential 24/7 Stop Line	Supplier concerns may be raised directly to Viva Energy supplier representatives in accordance with Supplier Code of Conduct	Confidential 24/7 Respect@Viva Line	Heavy Vehicle Confidential Reporting Line – administered by NHVR. This is a secure, national, confidential telephone service for participants in the heavy vehicle industry and its supply chain to report safety issues relating to procedures, practices or conditions in the heavy vehicle transport industry and its supply chain that might endanger the safety of a heavy vehicle driver, their passengers, other road users or the community.	Confidential 24/7 EAP services		People Queries inbox monitored during business hours		Access to assigned members of the People & Culture team during business hours	
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Confidential 24/7 EAP services																	
People Queries inbox monitored during business hours																	
Access to assigned members of the People & Culture team during business hours																	



7.

Consulting across our business

As Viva Energy grows and diversifies, we recognise that it is critical we take a coordinated and holistic approach to managing our enterprise-wide response to addressing modern slavery risks.

This statement was developed through cross-functional and cross-business work streams coordinated through our Modern Slavery Committee.

This consultation process included consulting and engaging directly with:

- Directors of Reporting Entities through the Board Audit and Risk Committee, the Executive Leadership Team, the management-level Audit and Risk Committee, and other management committees.

- Members of the Executive Leadership Team.
- Key functions across the business including sourcing and procurement, people and culture, sustainability and business development, health, safety, security and environment and technology and digital.

This statement was reviewed and approved by the Board.





