

Statewide Oil	Modern Slavery Statement	Version No: issue Date:	002 28 November 2024
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Contents

- 1. About Statewide Oil
- 2. Covered entities
- 3. Structure, operations and supply chain
- 4. Risk of Modern Slavery practices
- 5. Actions Taken
- 6. Other Actions
- 7. Principal governing body approval

1. About

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

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

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

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

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

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

2. Covered entities

This section of the statement addresses the requirement of Section 16(1)(a) of the Modern Slavery Act 2018 by providing an overview of which entities are covered by the statement.

Perkal Pty Ltd operates its lubricant distribution activities in Australia trading as Statewide Oil.

For the purposes of this statement, Statewide Oil is the reporting entity for the reporting period ending 30th June 2024. This is the second report issued by Statewide Oil and is intended to provide an update of the actions taken since our last report.

There have been no changes to ownership since the last report.

3. Structure, operations and supply chain

This section describes the structure, operations and supply chains of Statewide Oil according to 16(1)(b) of the Modern Slavery Act 2018.

Structure

Statewide Oil has a flat organisational structure with the Managing Director leading the company and overseeing strategic direction. Reporting directly to the Managing Director is the executive leadership team, which includes the divisional General Managers and the Commercial Manager thereby representing all aspects of the business. Department Managers report into a member of the executive team and most employees report directly to a Department Manager.

We operate a centralized decision-making process for strategic goals but encourage cross-department collaboration through regular team meetings and project-based initiatives to ensure that day-to-day tasks are carried out efficiently. Statewide Oil operates with an open-door policy which fosters faster information flow, transparency and openness.

Operations

Statewide Oil is a privately-owned company with its head office based in Welshpool, Western Australia. Statewide Oil has a national presence with offices and depots in Melbourne, Sydney, Adelaide, Perth and Kalgoorlie and employs over 65 staff across all sites.

Statewide Oil distributes from 10 sites in Australia and New Zealand where it supplies products to customers; five are either company-owned or leased sites and five are operated from third-party sites.

Supply Chain

Our supply chain is international as well as domestic and we use our own assets as well as engage third parties to deliver our products.

Statewide Oil purchases products from both Australia and internationally. In 2023/2024 Statewide Oil had approximately 500 suppliers. 87% of the value of purchases are lubricants, with the majority of the spend with one major supplier. The lubricants procured are manufactured in Australia, the United States of America, France and Singapore.

The remainder of the spend consists of a large number of small to medium providers of specialised product, capital equipment, logistics providers or service providers to our facilities.

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

4. Assessing the risks of Modern Slavery practices

This section describes the risks of modern slavery practices in the operations and supply chains of Statewide Oil as required under 16(1)(c) of the Modern Slavery Act 2018.

Local Operations

Statewide Oil assesses the risk of modern slavery in its operations to be low. All Statewide Oil employees are covered under the National Employment Standards (NES) in addition to the relevant awards. Awards are set as the minimum wage only – typically employees are paid above award rates. The use of children in our workforce is forbidden. Company employees are above the legal employment age in the state of their employment.

From time-to-time Statewide Oil may engage a recruiting company to source personnel. Statewide Oil utilises the services of only well-known and reputable companies with a clear policy regarding ethical recruitment practices.

Supply Chain

Local

In the 2023 Global Slavery Index of estimated prevalence of modern slavery, Australia ranked 149th out of 160 countries scored. Although Australia has a low relative ranking, Statewide Oil does have providers in common high-risk industries such as manufacturing, cleaning, catering, security & maintenance and travel & accommodation.

Many of the service providers to Statewide Oil are sole-proprietor or family-owned & operated local businesses who have longstanding relationships with Statewide Oil who we assess as being of low-risk.

Our highest risk is assessed as being within the accommodation industry due to its high reliance on casual or seasonal workers who are often international students, migrants or temporary visa holders who are sometimes more vulnerable to exploitation. There is also tendency to outsource services such as cleaning, laundry and maintenance to subcontractors which can lead to a lack of oversight.

International

The majority of our product is either purchased directly from overseas manufacturers or via the local affiliate of multinationals who manufacture both locally and overseas in locations including France, Singapore and the United States of America. These locations have Global Slavery Index 2023 rankings of 139, 138 and 122 respectively with respect to estimated prevalence of modern slavery.

According to the Global Slavery Index, the United States is considered a high-risk country for modern slavery, and several factors contribute to the prevalence of modern slavery in various industries. These factors range from socio-economic conditions and the demand for cheap labour to gaps in law enforcement, the presence of large migrant and undocumented populations and vulnerability within specific populations.

Both France and Singapore are considered to have a moderate-high risk of modern slavery practices; Singapore due to its high reliance on migrant labour, unethical recruitment practices and regulatory and legal gaps and France with contributing factors such as migrant exploitation, sex trafficking, forced labour in agriculture and construction, and vulnerable domestic workers.

Although from a country perspective the inherent risks are considered moderate-high, our overseas providers are large multinationals who publish their efforts to combat modern slavery and to ensure continuous improvement and accountability in line with global expectations to prevent modern slavery in their operations and supply chains. The companies

have strict governance requirements and publish various reports and statements annually in line with legislative requirements.

5. Actions taken and Effectiveness

This section describes the actions taken by Statewide Oil to assess and address modern slavery risks, including due diligence and remediation processes and to describe the processes of consultation according to sections (16(1)(d, e and f) of the Modern Slavery Act 2018.

Our identified actions in our previous statement were to:

- Conduct further assessments of our supply chains,
- Implement new policies and procedures to address emerging risks,
- Expand our training programs to include modern slavery implications for key personnel

Statewide Oil has made good progress since the last report, however a review of our staffing identified that additional human resources, suitable platforms and additional business partners would be required in order to further assess our supply chain. As a result, Statewide Oil has engaged a sustainability consultant to assist us with the implementation of our goals. We are reviewing a number of ESG platforms with the intent of assisting Statewide Oil to map and to engage directly with our supply chain to identify Modern Slavery Risks and implement corrective actions.

Actions taken since previous report include:

- Rollout of Modern Slavery Policy to all staff
- Reintroduction of Whistleblower Policy to all staff
- Engagement with ESG platform providers to identify suitable platform to assist Statewide Oil with mapping of supply chain and direct supplier engagement to identify modern slavery risks and implement corrective actions.
- Engagement of sustainability consultant

Statewide Oil monitors the effectiveness of our actions at our monthly Senior Management Meeting which is attended by representatives of all departments at the most senior level of the organisation. At this meeting, any areas of concern raised via our complaint management systems (internal and external), whistleblower process or legislative reviews and other areas are discussed and actions identified. The overall progress of our continuous improvement activities are also monitored and tracked to ensure that the appropriate resources are available to ensure completion to planned timeline.

Due Diligence

Statewide Oil monitors risks to our local operations by conducting regular reviews of relevant legislation. Policies, procedures and work practices are updated accordingly.

Statewide Oil also encourages all staff to report areas of concern either within our operations or our supply chain either directly through their manager or according to our Whistleblower Policy which supports confidentiality and non-retaliation.

Remediation

When suspicions of modern slavery practices come to our attention through whistle-blower or other channels Statewide Oil will report to the relevant authorities.

6. Other information

This section includes other information that Statewide Oil considers relevant according to the requirements of 16(1)(g) of the Modern Slavery Act 2018.

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

Statewide Oil is committed to continual improvement regarding its policies, ethics and business operations to reduce modern slavery risks. Actions Statewide Oil intend to undertake in the FY 2024 period to improve its operations include:

- Finalise the selection of the appropriate ESG platform
- Map supply chain with the intent of identifying areas of risk
- Implement online supplier risk assessments
- Update employee induction and training process to include modern slavery awareness and roll out to all staff
- Complete the review of policies and procedures relevant to modern slavery

7. Principal governing body approval and signature

This Modern Slavery Statement is made in accordance with the Modern Slavery Act 2018 (Cth) for the financial year ending 30th June 2024. This Statement was approved by the Board of Directors of Statewide Oil in their capacity as the principal governing body of Statewide Oil on 30th October 2024.

This Modern Slavery Statement is signed by Todd Pearson in his role as the Managing Director of Statewide Oil on 28th November 2024.

A handwritten signature in black ink, appearing to be 'Todd Pearson', with a stylized, flowing script.

Todd Pearson
Managing Director