



Modern Slavery Statement 2022

Helping people reach their destination

VIVA
EnergyAustralia

Modern Slavery Statement 2022

Introduction

Our Company's work has assessed the modern slavery risk in our operations and supply chains to be low. This is not surprising given our Australian base, the fact our industry attracts skilled workers regulated by robust conditions of employment, and the technical difficulty in manufacturing the products and equipment we handle.



Scott Wyatt
Chief Executive Officer

At Viva Energy, everything we do is driven by our purpose to help people reach their destination.

We are committed to conducting business in a way that contributes to sustainable outcomes, by upholding a code of conduct that is ethical, responsible, and respectful of customers, communities, our people and other stakeholders including suppliers in our supply chains. This has resulted in us placing an increasing focus on doing everything we can as a company to mitigate the global problem of modern slavery. Viva Energy has zero tolerance for all forms of modern slavery.

The Commonwealth Government estimates that there are nearly 50 million people in situations of modern slavery globally. Females comprise 71% of victims. While modern slavery is not as prevalent in Australia, we are not immune. The Australian Government has taken a global leadership role in combating modern slavery, and Viva Energy is pleased to present our third Modern Slavery Statement in accordance with Australian requirements.

Our Company's work has assessed the modern slavery risk in our operations and supply chains to be low. There have been no allegations of modern slavery within our direct operations, and we are not aware of any against our suppliers. This is not surprising given our Australian base, the fact our industry attracts skilled workers regulated by robust conditions of employment, and the technical difficulty in manufacturing the products and equipment we handle.

Notwithstanding this, the risk of modern slavery cannot be underestimated given the increasing depth of modern global supply chains and that modern slavery occurs in ways that can be difficult to detect. It has been commonly described as 'hidden in plain sight'. The risk has heightened following global events such as COVID-19 and the conflict in Ukraine given the need to engage with new suppliers or under different contractual terms, and the vulnerability that some employees around the world are experiencing in the current climate.

Given this, our Company's focus has been to gain a better understanding of the location of key inputs into the products and services we acquire. This has required us to engage closely with our suppliers. For our work to be truly successful,

however, we need to establish a culture of awareness and understanding of modern slavery risks right through the organisation. In that regard, a modern slavery training program has been taken by all senior leaders and staff with responsibility for managing people and supplier procurement. While the training has been targeted at those who are most likely to encounter modern slavery in their day to day operations, an awareness and understanding of the risk by all of our people are important. We have sought through Company-wide communications to make everyone in our Company aware of the modern slavery risk, and all of our workforce are encouraged to look for indicators of modern slavery in their daily work. Indicators may include anything from third parties we deal with not allowing us to visit their sites through to turnaround times in meeting our requests, which are almost too good to be true.

While our work over the last three years has provided us with greater confidence that our modern slavery risk is low, given that our own business and supply chains continue to evolve, we will need to continue to revise the scope of work we undertake in this area. In 2023, we will focus on the risks associated with the material construction work we will undertake in building of additional diesel storage capacity and the work on upgrades to the Geelong Refinery to produce ultra-low sulphur petrol. In addition, we will analyse the risks associated with the Coles Express convenience business, which we will complete the acquisition of during 2023. We have made public commitments through this statement to hold us accountable to this outcome, and I am determined that we continue to play our part in building a better world for all people.

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 'S. Wyatt'.

Scott Wyatt
Chief Executive Officer
31 March 2023

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Our year at a glance

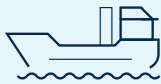
Deep dive into modern slavery risks of 33 key suppliers



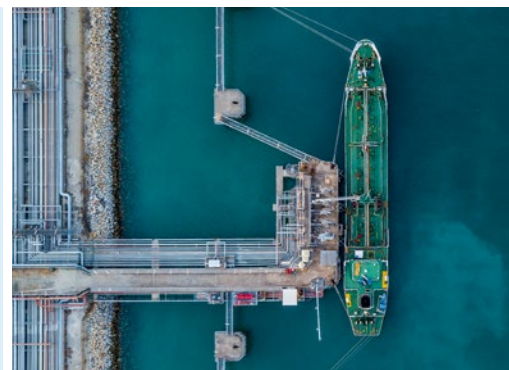
Completed a deeper dive into understanding modern slavery risks of 33 suppliers who had been flagged as a potential risk of modern slavery based on the external survey issued to 101 key suppliers in 2021. As a result of this follow-up work, we were able to gain greater confidence in our view that Viva Energy has an overall low risk of modern slavery through its supply chain.



Improved understanding of Vitol process for managing seafarer welfare



Gained a greater understanding of the process for managing seafarer welfare undertaken by the Vitol Group, which charters and coordinates most of Viva Energy's fuel shipping requirements. That further work has provided us with greater confidence that the vetting processes undertaken are appropriate to mitigate the risks of modern slavery in those operations.



Deep dive into modern slavery risks of newly acquired Viva Polymers business



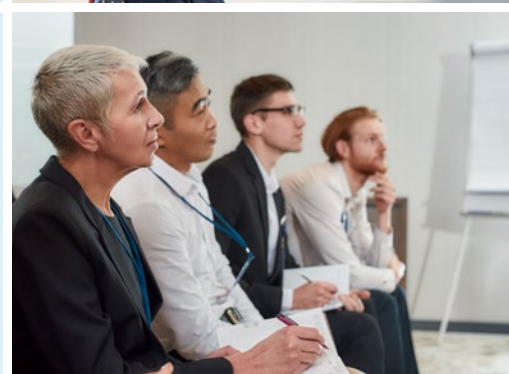
Analysed the modern slavery risks associated with the former LyondellBasell Australia polymers business, which was acquired by Viva Energy during 2022. The conclusion of that analysis was that the group met an equivalent level of high standards to those set by Viva Energy, and accordingly we were able to gain assurance that the modern slavery risk associated with the business is low.



More employees undertook modern slavery training



Continued the rollout of the compulsory modern slavery training program, which has now been undertaken by 191 people in our workforce, including all senior leaders and staff with responsibility for managing external supplier procurement, along with relevant staff within the newly acquired polymers business.



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1. Our commitment and approach to governance

Our purpose is to help people reach their destination. We aim to achieve this in a way that contributes to positive sustainability outcomes and is aligned with our values: Integrity, Responsibility, Curiosity, Commitment, and Respect. We are committed to balancing short-term needs and interests with those of future generations and integrating environmental, social, and economic considerations into business decision-making.

We have seven strategic focus areas spanning all material sustainability issues, risks, and opportunities relevant to our business. Our Sustainability Framework includes the focus areas set out in the wheel below, which have been mapped against the UN Sustainable Development Goals.

1.1 Understanding what matters most

In 2022, we refreshed and updated our reporting materiality assessment. The assessment allowed us to prioritise environmental and social topics consistent with global standards for sustainability reporting, industry benchmarking, governmental regulation, media news, and stakeholder feedback. The aim was to confirm where our operations, products and industry have the greatest impacts (positive or negative) and to understand what is most important to our stakeholders.

As part of our annual materiality assessment, and to determine our sustainability approach and reporting, we follow the steps below:



Our stakeholders are key to identifying important sustainability issues. We value our relationships with our people, customers, communities, government, regulators, shareholders, and suppliers. To understand what matters most, we engage with our stakeholders regularly. In addition, our materiality assessment included researching emerging themes for our industry, gathering insights from government regulations, media trends, seeking stakeholder insights on current and emerging topics, and considering independent views on the sector.

Through this process we were able to prioritise our Sustainability issues based on the significance of our impact, or potential impact, on the environment, people, and economy, as well as our stakeholders' views.

The 2022 materiality assessment continued to identify Ethical Conduct and Transparency as a key focus area for our people, our local communities and our operations.



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2. 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 2022 to 31 December 2022.

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 Refining Pty Ltd	004 303 842
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
Liberty Oil Corporation Pty Ltd	088 411 072
Liberty Oil Australia Pty Ltd	114 544 437
Viva Energy Polymers Holdings Pty Ltd	066 270 237
Viva Energy Polymers Pty Ltd	004 327 762

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).

2.1 Consultation with entities Viva Energy owns or controls

Viva Energy takes a Group-wide approach to risk identification and management, with overarching policies, systems and processes designed to be consistently applied across the Group. This is evident in the approach taken to performing due diligence on the newly acquired Viva Energy Polymers business (see section 6.1.4).

Consistent with prior year statements, it has been concluded that the risk in the operations and supply chains of the Liberty Oil business should not be materially different than those previously articulated in this Joint Statement.

As a result of these conclusions, the same analysis applies to all of the reporting entities covered by this Joint Statement along with each of their controlled entities.



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 no.
1. Identify the reporting entity	Section 2 – Reporting entities	Page 5
2. Describe the structure, operations and supply chains of the reporting entity	Section 3 – Organisational structure, operations and supply chain	Page 6
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 4 – Risks of modern slavery practices	Page 9
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	Sections 5 & 6 – Due diligence and risk management	Page 11
5. Describe how the reporting entity assesses the effectiveness of these actions	Section 7 – Assessing effectiveness and looking forward	Page 19
6. Describe the process of consultation with any entities that the reporting entity owns or controls	Section 2.1 – Consultation with entities Viva Energy owns or controls	Page 5
7. Provide any other relevant information	The information in the Joint Statement directly addresses the first six criteria	

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3. Organisational structure, operations and supply chains

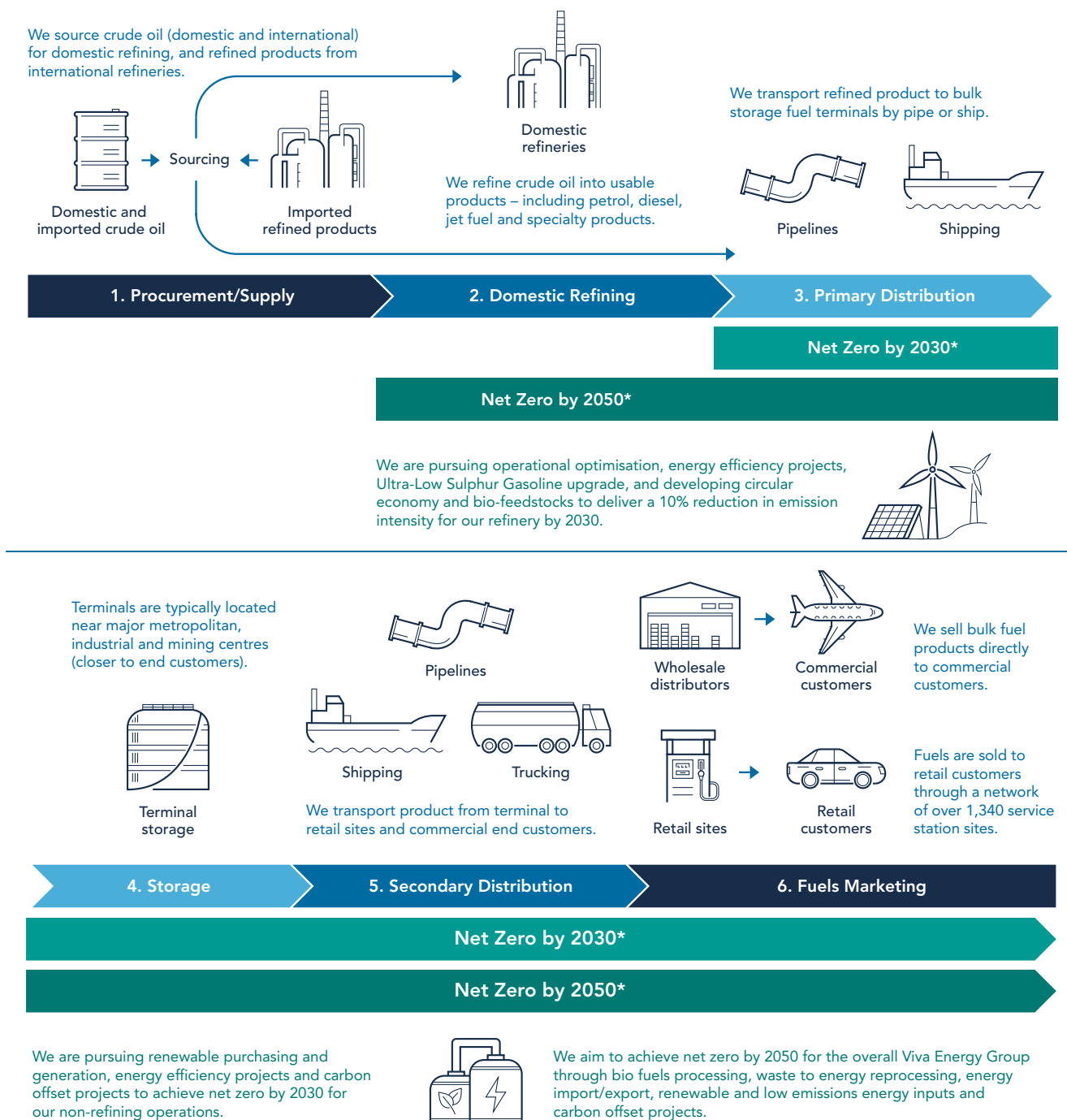
3.1 Organisational structure

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 37 controlled entities. A full list of the controlled entities is included at Note 28 to the consolidated financial statements within Viva Energy's 2022 Annual Report. This list includes the reporting entities other than Viva Energy Group Limited.

3.2 Our operations

A summary of Viva Energy's operations is set out in the diagram and table below.






* Net Zero commitment applies to Scope 1 and 2 emissions for activities under our operational control which excludes primary and secondary distribution by shipping.

Modern Slavery Statement 2022

3. Organisational structure, operations and supply chains continued

3.2 Our operations

Operations	Details
 <p data-bbox="295 577 430 631">Convenience & Mobility</p>	<p data-bbox="518 448 1436 504">An extensive network consisting of more than 1,300 sites across Australia, offering a range of differentiated customer offerings through three unique operating platforms.</p> <p data-bbox="518 515 893 548">Shell and Coles Express – 706 sites</p> <p data-bbox="518 555 1173 582">Australia’s largest single branded fuel and convenience network.</p> <p data-bbox="518 593 845 627">Liberty Convenience – 94 sites</p> <p data-bbox="518 633 1420 689">A value led, independent brand that provides a differentiated fuel and convenience offer through our partnership with Liberty Convenience</p> <p data-bbox="518 701 790 734">Owner Dealer – 530 sites</p> <p data-bbox="518 741 1444 768">Typically family-owned businesses with local focus, operating under Shell or Liberty brands.</p>
 <p data-bbox="295 828 422 882">Commercial & Industrial</p>	<p data-bbox="518 790 1436 929">Our Commercial & Industrial business is a trusted partner to many of the country’s largest companies. Its strengths lie in deep relationships with customers, leading market positions in more segments than competitors including Aviation, Resources, Marine, Polymers, Transport & Agriculture, and a nationwide supply chain backed by the international capability of Vitol.</p>
 <p data-bbox="295 1064 438 1120">Energy & Infrastructure</p>	<p data-bbox="518 954 1436 1064">In addition to the Geelong Energy Hub, we own and operate an extensive national import, storage and distribution network. Our extensive presence includes a network of 55 fuel import terminals and depots, and a presence at over 50 airports and airfields across the country.</p> <p data-bbox="518 1075 1420 1243">In 2022 we supplied 25% of Australia’s required petroleum products through our national networks. Our major terminals operate 24 hours a day, 7 days a week. Our supply chain capability is supported internationally by Vitol, one of the world’s largest independent energy trading companies. Our long term agreement with Vitol for the supply of refined products, crudes and refinery feedstock provide us with competitive, cost effective and reliable crude and product supply.</p>

3.3 Our workforce

Viva Energy recognises that it is our people that drive our success. Viva Energy’s workforce consists of over 1,700 employees with 43% based in regional locations.

The workforce comprises predominantly skilled workers and, other than two Singapore-based employees, all of Viva Energy’s workforce is based in Australia.



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3. Organisational structure, operations and supply chains continued

3.4 Our supply chain

The table below details the most material categories of third party spend incurred across Viva Energy's operations. Virtually all of the key suppliers by number in the listed categories are located in Australia, with the exceptions being the suppliers of crude oil and fuel products, chemicals and catalysts, and fuel shipping. Many of the categories of spend apply to more than one of the operational lines, but have been included where most appropriate in the table for simplicity.

The following operations and categories of spend apply to all operational lines so have been separately listed in the table below. It is noted that certain spend categories such as biofuels, along with cleaning and catering, are not material, but have been included in the table given their higher perceived risk profile for modern slavery purposes.

Operations	Key third party spend
 Convenience & Mobility	<ul style="list-style-type: none"> • Retail facility maintenance • Fuel equipment • Rent • Marketing
 Commercial & Industrial	<ul style="list-style-type: none"> • Road and rail transport services • Logistics services
 Energy & Infrastructure	<ul style="list-style-type: none"> • Major services contractors • Environmental services • Utility services • Chemicals and catalysts supply • Personal protective equipment and uniforms • Engineering services

Operations	Key third party spend
 Procurement of Crude Oil and Refined Products	<ul style="list-style-type: none"> • Crude oil and product supply • Fuel shipping • Biofuels supply
 Corporate Overheads	<ul style="list-style-type: none"> • Business administration services • IT equipment and services • Cleaning and catering



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4. Risks of modern slavery practices

The work undertaken in 2020 and 2021 as described in Viva Energy’s first two Modern Slavery Statements has enabled Viva Energy to obtain a level of confidence that its modern slavery risk is low. Consistent with this conclusion, Viva Energy did not identify any actual instances or allegations of modern slavery within the direct operations of Viva Energy, and we did not become aware of any modern slavery allegations against any supplier.

The specific aim in 2022 has been to further assure Viva Energy’s conclusions in relation to modern slavery risks through:

- a closer interrogation of key suppliers who had been flagged as potentially having a risk of modern slavery as a result of surveys undertaken in 2021; and
- gaining a greater understanding of the process for managing seafarer welfare undertaken by the Vitol group, which charters and coordinates most of Viva Energy’s fuel shipping requirements.

4.1 Our operations and workforce

Viva Energy’s assessment is that the level of risk of modern slavery in its direct operations is low.

As identified in the map below, our operated assets are entirely in Australia. In addition, Viva Energy’s employees are predominantly skilled workers engaged in Australia. More specifically:

- Other than two Singapore-based employees, all of Viva Energy’s workforce is based in Australia. This is depicted in the map on page 7.
- Most employees are employed directly into skilled roles where experience is required, or via third party contracting companies that require contracted employees to abide by the Code of Conduct and induction processes.
- The frameworks that regulate conditions of employment in the industry provide robust safeguards against modern slavery practices occurring in Viva Energy’s operations.

Further, 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.
- All employees must complete mandatory training on anti-bribery and anti-corruption, equal employment opportunity and workplace health and safety once every two years.

In light of the above, Viva Energy considers the risk of its own actions causing an adverse modern slavery impact to be low. Accordingly, to the extent there is any adverse modern slavery impact associated with Viva Energy’s operations, this is likely to be due to Viva Energy either contributing to, or being directly linked to, such impact (as distinct from ‘causing’ the impact). For example, if there is an allegation of modern slavery against a supplier with whom Viva Energy deals, Viva Energy may be considered to have contributed to this adverse modern slavery impact, or to be linked to it. The conclusions of our risk assessment of modern slavery existing in Viva Energy’s supply chain is set out below.

Viva Energy considers the risk of its own actions causing an adverse modern slavery impact to be low



Note: Leasehold terminals refers to land only, excludes tanks and other improvements.

Modern Slavery Statement 2022

4. Risks of modern slavery practices

continued

4.2 Our supply chain

Viva Energy's assessment is that the level of risk of modern slavery in its supply chain is low.

The basis for this conclusion is that Viva Energy's suppliers pose a relatively low modern slavery risk because they possess one or a combination of the following features:

- They are located and operate within Australia with no or minimal foreign connection. In 2022, excluding foreign oil companies, approximately 96% of our direct suppliers by number and 98% 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 direct affiliate based 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 use of capital intensive assets that are at a low risk for modern slavery.

4.2.1 Supplier survey

During 2021, Viva Energy obtained responses from 101 key suppliers to an externally prepared modern slavery survey. The survey was designed by ethiXbase, in conjunction with the law firm Norton Rose Fulbright. ethiXbase is a company that specialises in developing tools to manage risk compliance with a particular focus on anti-corruption, human rights, labour and environmental risks.

The parameters applied to the selection of 'key' suppliers included ensuring that the most material suppliers based on spend in each of the procurement categories described in the table in section 3.4 were included, along with all suppliers in the categories perceived to be higher risk as set out in the table below, irrespective of the quantum of spend. This view of perceived higher risk is supported by the guidance published by the Department of Home Affairs.¹

In 2022, excluding foreign oil companies, approximately 96% of our direct suppliers by number and 98% by value were located in Australia.

Inherent risk

Nature of risk



Fuel shipping

There is a risk that vessels used for the transport of fuel could expose crew to forced labour or unacceptable working conditions.



Personal protective equipment and uniforms

There is a risk that the apparel industry could be associated with vulnerable populations in higher-risk geographies.



Business admin and IT equipment and services

There is a risk that the original source material to manufacture IT equipment is linked with modern slavery practices.



Cleaning and catering

There is a risk that the nature of the services could be associated with vulnerable sectors of the worker population.



Biofuels supply

There is a risk that feedstocks used in the biofuels supply chain could be associated with vulnerable populations in higher-risk geographies.

The overall conclusion of the survey responses was that Viva Energy has a low risk of modern slavery through its supply chain. Despite this, the responses to the survey from 33 of the 101 suppliers raised flags for follow-up. During 2022, we completed a detailed review to better understand the modern slavery risks posed by those 33 suppliers. The results of that review are set out in section 6.1.1 of this Joint Statement.

4.2.2 Fuel shipping

During 2021, we also undertook a deep dive into Viva Energy's vessel and crew vetting processes for the operation of vessels used to transport crude oil and finished products. As part of this exercise, we engaged with Vitol, our key supplier of crude oil and vessel chartering activities, to better understand Vitol's vetting process for vessels and crew. This work provided comfort that a thorough vetting process is undertaken by Viva Energy, which is supported by our understanding of the work undertaken by Vitol.

During 2022, we engaged further with Vitol to get a deeper understanding of the steps they take to manage modern slavery risks in this area. The results of that review are set out in section 6.1.2 of this Joint Statement.

1. Commonwealth Modern Slavery 2018 – Guidance for Reporting Entities, at <https://www.homeaffairs.gov.au/criminal-justice/files/modern-slaveryreporting-entities.pdf>.

Modern Slavery Statement 2022




5. Due diligence and risk management – our approach

Viva Energy’s approach to managing modern slavery risks across its operations and supply chains is based on:

- Regular targeted reviews of its operations and supply chains.
- Building Viva Energy’s culture of zero acceptance of modern slavery both in its own operations and its supply chain.

The table below sets out the overall approach that Viva Energy adopts to ensure a continuous cycle of understanding, review and improvement of its assurance of its modern slavery risks.

The 2022 year represents Year 3 of the Assurance Review period, so the objective in the current year has been to finalise our deep dive into the modern slavery risk associated with Viva Energy’s existing operations and supply chains, and to embed a program of awareness of modern slavery risk through the Company.

Year	Phase	Summary	Actions
1-3	Assurance Review 	<p>Viva Energy’s goal in these foundation years has been to establish a good understanding of where risks exist in its operations and supply chains through a greater interrogation of its larger and potentially higher-risk suppliers.</p> <p>At the same time, we have also targeted in this time the establishment of a culture of awareness and understanding of modern slavery risks both through the operations of the company itself and its suppliers.</p>	<p>In these foundation years, Viva Energy has taken a deeper dive into understanding the risks with existing operations and supply chains through the use of various external tools and a deeper dialogue with its suppliers.</p> <p>We have also set up a program of education to embed an awareness and ability to identify modern slavery risks through the Group. We have also included modern slavery considerations into procurement activities to establish that same culture through our supply chain.</p>
4-5	Monitor & Maintain 	<p>Having established a good understanding of risks in its existing operations and supply chains, the aim will then be to monitor outcomes to assess whether there has been any change in the level of modern slavery risk. This is consistent with our targeted approach.</p> <p>We will also continue to embed the culture of zero tolerance through our operations and supply chain on an ongoing basis.</p>	<p>During these monitor and maintain years, the review areas are likely to focus on areas that require additional assurance over and above the work undertaken in the foundation years:</p> <ul style="list-style-type: none"> • new operations or components of the supply chain, e.g. through acquisition of new businesses; • supply chains where risk may have been heightened by political, business or other events; and • any areas where our regular business interaction with existing suppliers may have identified a potential risk.
6	Refresh 	<p>It will be appropriate to refresh our confidence in the modern slavery risk conclusions by undertaking a more comprehensive review into our operations and supply chain on regular intervals.</p> <p>At the same time, Viva Energy will consider the overall effectiveness of its approach to addressing modern slavery risks and commence planning for the next cycle.</p>	<p>This will involve a deeper dive into areas already assured as well as any newly identified risk areas, using similar processes to those in the foundation years, but incorporating improvements where appropriate.</p>

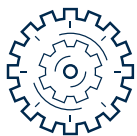
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6. Due diligence and risk management – 2022 outcomes

6.1 Review of operations and supply chains

6.1.1 Improving understanding of suppliers

In 2021, Viva Energy gained a better understanding of the potential risks of modern slavery in its supply chain via the issue of the ethiXbase survey, which asked questions of 101 key suppliers in the following areas to assess whether the supplier's arrangements to supply Viva Energy raised any flags for further review.



1. The type of product or services supplied.



2. The geographies in which the supplier operates.



3. The composition of the supplier's workforce.



4. The supplier's approach to human rights and health and safety including policies, systems and training.

The overall conclusion of the survey responses was that Viva Energy has a low risk of modern slavery through its supply chain. Despite this, the responses to the survey from 33 of the 101 suppliers raised flags for follow-up based on responses to one or more of the categories referred to above.

During 2022, the responses obtained from the supplier surveys were analysed to inform next steps, which involved a deeper dive into those 33 suppliers. The high level steps undertaken by Viva Energy in completing that work during 2022 were as follows:

1. A desktop review was completed in relation to all 33 flagged suppliers to understand the basis for the flags being raised and to determine whether we were able to reach a better view of risk based on our known or published material relating to the supplier. That work resulted in us gaining comfort on the modern slavery risk posed by a number of the suppliers.
2. In relation to the remaining suppliers with respect to which the desktop review did not of itself provide sufficient information to obtain comfort, we made contact with all of them during the year and were able to obtain comfort that the basis for the flags for follow-up being raised did not provide any modern slavery concern.

The results of that review are set out in the case study on the following page.



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6. Due diligence and risk management – 2022 outcomes continued

Case study | Review of modern slavery risks posed by ‘flagged’ suppliers

A key target of our 2022 modern slavery due diligence and risk management program was to perform a deeper level of due diligence on our suppliers based on analysing the responses to the supplier surveys issued in 2021.

Greater detail in relation to the results of that exercise is set out below:

Work undertaken	Supplier quantum
2021 Work	
Total suppliers to which ethiXbase survey issued	101
Flagged as low risk by ethiXbase	68
2022 Work	
Total suppliers flagged as posing some risk of modern slavery by ethiXbase	33
We gained comfort with respect to the 33 flagged suppliers based on the following work:	
Desktop Review	
<ul style="list-style-type: none"> Review of the supplier’s published Modern Slavery Statement in conjunction with our own understanding of the supplier’s operations showed a level of diligence that provided confidence in the supplier’s management of modern slavery risks. 	4
<ul style="list-style-type: none"> Review of the supplier’s individual survey responses indicated that the supplier sources from either Australia or other low-risk countries with the flagged concern based mainly on the composition of the supplier’s workforce. The ethiXbase survey algorithm flags a risk where the supplier employs disadvantaged workers and while that could pose a concern in higher-risk offshore countries, based on our own knowledge of the supplier’s operations and closer review of the survey responses, this was not the case with these suppliers. 	10
Direct Supplier Engagement	
<ul style="list-style-type: none"> The flagged concern was based solely on the reference to offshore sourcing in the supplier’s response, and the supplier confirmed that they now only source from Australian suppliers. 	2
<ul style="list-style-type: none"> With the remaining suppliers who we confirmed continue to source from offshore, as a result of our more detailed dialogue with them, the supplier shared information in relation to various of the following factors, which enabled us to gain a good level of comfort that any modern slavery risk through a foreign supplier to our direct supplier is low: <ul style="list-style-type: none"> The actual name of the foreign supplier and their location, along with detail about the foreign supplier’s overall approach to modern slavery. The type of product or service acquired from the foreign supplier and how it was not likely to be conducive to modern slavery risk. Evidence of how the direct supplier maintains control over the foreign supplier, which typically included formal written commitments and often site visits. Detail with respect to the long-term arrangements and close connection between the direct supplier and the foreign supplier. The sharing of the direct supplier’s internal commitments with respect to its zero tolerance for modern slavery. Detail of the persons responsible for managing the offshore supply chain where the seniority or nature of their experience lent weight to supporting a strong level of oversight by the direct supplier over the foreign suppliers. 	17
Suppliers concluded to be a Modern Slavery risk	0



As a result of this follow-up work, it is Viva Energy’s view that the risk of modern slavery in our current operations and supply chain is low. This is consistent with our perception of risk based on the inherent nature of the products and services provided to Viva Energy by those suppliers. Further, the work to date has not only enabled us to better understand the risks with such suppliers, but has also given us the opportunity to engage at a deeper level with respect to the issue and reinforce our zero tolerance approach with the supplier.

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6. Due diligence and risk management – 2022 outcomes continued

6.1.2 Shipping

A detailed case study was included with respect to the approach adopted by Viva Energy to its fuel shipping requirements in the 2021 Statement.

Consistent with the position in 2021, most of Viva Energy's fuel shipping requirements are coordinated through vessels chartered by Vitol. Viva Energy has a long-term relationship with Vitol as its supplier of crude oil, refined products and vessel chartering services, and Vitol is also a key shareholder in Viva Energy.

Viva Energy's 2021 case study referenced the work undertaken by Vitol in managing the welfare of seafarers. Since that time, Vitol has undertaken and published a more detailed case study of the work it has undertaken in identifying and addressing human rights issues across its shipping activities in its Environmental, Social and Governance Report for 2021. The analysis was very extensive and key extracts of their work are set out in the case study below.

Case study | Vitol's work in identifying and addressing salient issues across its shipping activities

The following has been extracted from pages 82-87 of Vitol's Environmental, Social and Governance Report for 2021.

We are very mindful of our responsibilities to our people. During the pandemic the welfare of seafarers was put at risk as Covid restrictions impaired normal operations including regular crew changes. The Vitol shipping team worked extremely hard to mitigate these issues and we are pleased that none of the crews on vessels managed by LSC, our technical shipping management company, were onboard for unreasonable lengths of time. This is reflected in the results of the Seafarer Happiness Index which were above the industry average.

In 2021 Vitol piloted its first Human Rights Impact assessment (HRIA) in part of its shipping business. We developed and tested our methodology and will further refine our assessment methodology based on the learning from this pilot. The scope of the HRIA covered seafarers working on Vitol-owned ships, managed by our technical manager LSC.

Seafarers have been identified as one of the groups in our operations who are at a heightened risk of adverse human rights impacts. The following factors contribute to enhanced levels of risk:

- Seafarers working under temporary contracts and travelling for work
- Occupational health and safety risks, including passing through high-risk areas prone to piracy
- Isolated work environments and constraints around leaving the work environment
- Adverse impacts caused by the Covid pandemic

At LSC, our technical management company, compliance with internationally recognised seafarers' human rights are ensured by the Maritime Labour Convention (MLC-2006), a robust Safety Management System and compliance with Occupational Health and Safety Standard (ISO45001). All ships are subject to Flag State and Port State Control inspections for compliance with MLC-2006 and external audits by Lloyd's Register for compliance with ISO.

All of the vessels owned by Vitol and managed by LSC are covered by collective bargaining agreements.

Vitol undertook an HRIA to assess actual and potential human rights impacts and how those are managed. We engaged with approximately 60 stakeholders including lower rank seafarers, office management and external stakeholders such as third-party crewing agents and trade unions.

Seafarers were asked how frequently they experience an impact, their perception of its severity and the importance of it being addressed. The pandemic contributed to increased contract durations for seafarers, had an impact on the frequency of crew changes and shore leave, required quarantine measures, and resulted in exposure to health risks, which impacted crew members wellbeing in certain instances. The seafarers we engaged with highlighted that they felt LSC management tried its best in light of the situation. Generally, seafarers felt safe with the measures LSC applied. The greatest health risk from their perspective came from port staff coming onboard vessels without wearing masks.

LSC management was aware of most topics raised during the HRIA which confirmed good communication methods across all levels of the organisation.

Following the HRIA, Vitol and LSC developed a plan to address the topics raised by the seafarers. Most of the impacts raised were already being addressed by LSC and related to issues they faced at the beginning of the outbreak of the pandemic; an unprecedented situation to manage for LSC. Mental health and crew welfare have always been a keen focus of LSC but due to the unique situation of the Covid pandemic, LSC could not always facilitate crew changes in a timely manner due to port restrictions or unavailability of charter flights. LSC has always taken a proactive approach to crew management and whenever possible, the company deviated vessels to disembark seafarers, including those who required mental health support, and chartered private planes to facilitate crew changes at the limited locations that were possible at the height of the pandemic.

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6. Due diligence and risk management – 2022 outcomes continued

The HRIA also provided us with an opportunity to understand what seafarers appreciate at LSC. According to seafarers, positive impacts on their health and wellbeing were fostered by free and fast internet to communicate with family and friends, diverse gym equipment, good food, a friendly and family-like working environment, the positive attitude of the crewing department to frequently accommodate seafarer requests, and good career prospects.

Seafarer happiness and satisfaction surveys

Seafarer wellbeing is one of the focal topics of LSC. The pandemic has brought to light the importance of the work LSC does in this area. LSC regularly engages with its crew members to understand their wellbeing and happiness when at sea as well as ashore. The Seafarer Happiness Index (SHI) and the post-contract satisfaction surveys are two tools LSC uses for wellbeing analysis. Seafarers can also call an anonymous hotline to report any grievances with regards to their wellbeing or malpractices when at sea, or reach out to their trade union for support.

The SHI benchmarks seafarer satisfaction levels with life at sea and against peers. The SHI is an anonymous, annual survey, covering a range of topics including mental health, wellbeing, working life and family contact. 389 LSC crew members participated in the SHI in 2021. Overall LSC seafarer satisfaction rates are higher in all areas compared with peers. The average happiness rate has decreased slightly versus the 2020 survey results. This change is likely due to the global pandemic and the challenging circumstances around being able to go ashore due to governmental port restrictions and risks of seafarers contracting Covid. The results of the Vitol HRIA also confirmed the latter.

Despite the difficult situation caused by the pandemic, satisfaction has increased in three areas compared with 2020:

- Keeping fit and healthy on board
- Interaction with other crew on board
- Welfare when ashore

In addition to the SHI, each crew member can voluntarily complete an anonymous satisfaction survey on completion of their contract. Through these surveys, LSC management gains insight into the satisfaction level across various

elements of their jobs at sea including accommodation, onboard medical care, opportunities for promotion and crewing levels. Crew members can also recommend what could be done to improve their life at sea.

LSC uses the results of the SHI and its post-contract satisfaction surveys to prioritise actions to increase seafarer wellbeing. In 2021 cooks were trained to improve diversity of meals and to meet seafarers' food preferences. In addition, food allowances per vessel were increased by 10%. For 2022, LSC plans to roll out further training to kitchen staff and cooks and increase internet speed by 20%.

The internet continues to be provided free of charge.

The seafarer retention rate is another good indicator of employee satisfaction and the employer's ability to keep employees. The retention rate of LSC's crew members over 2020 and 2021 is 98% which underscores the effectiveness of the measures LSC has adopted to address the various challenges during the pandemic.

Neptune declaration and seafarer wellbeing

It is essential for us to keep our crews safe while they are at sea, at ports and travelling to, or returning home from, ships. Early in 2021 Vitol joined the Neptune Declaration on Seafarer Wellbeing and Crew Change.

Vitol's technical shipping manager, LSC, promoted programmes to provide seafarers access to Covid vaccines, arranging for vaccination at ports where available.

An awareness raising campaign was launched to encourage seafarers to get vaccinated and LSC also established and implemented gold standard health protocols based on existing best practice.

To facilitate crew changes LSC increased its collaboration with ship operators and charterers. Crew changes for Asia are discussed and fixed in advance with charterers to minimise adverse impacts on crew wellbeing and the business.

During the pandemic LSC managed major challenges in Asia where port states had stricter exit and entry rules or limited to no flight opportunities for repatriation, as for instance in the Philippines during the lockdown at the beginning of 2021.



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6. Due diligence and risk management – 2022 outcomes continued







On top of the significant work undertaken by Vitol in this space, the vessels and crew all continue to be individually vetted by Viva Energy. This is also the case for vessels used by Viva Energy, which are not coordinated by Vitol.

Throughout the vetting process, proposed vessels are scrutinised against a stringent set of requirements for suitability and acceptance, including considerations for

crew management and welfare. The vetting process evolved with changing state and port requirements in response to COVID-19.

During the 2022 year, Viva Energy vetted 646 vessels and 32 were rejected for failing to successfully clear the Viva Energy maritime vetting process, for a range of technical and operability reasons. None of these rejections were on the basis of failing to meet crew welfare standards or modern slavery concerns.

The applicable checks which Viva Energy undertakes are summarised in the table below:

Checks	Description
 Sanctions	Both the vessel operator and owner are screened for any existing or historical sanctions.
 Labour convention	The vessel must hold a current Maritime Labour Convention (MLC) certificate, International Transport Workers' Federation (ITF) agreement or equivalent to get comfort that living conditions, employment and salary of seafarers meet required standards.
 Crew tenure	The vessel must meet Australian Maritime Safety Authority (AMSA) requirements for tenure, i.e. maximum continuous period a seafarer can serve onboard a vessel without taking leave.
 OCIMF inspection reports	The Ship Inspection Report Programme (SIRE) database held by Oil Companies International Marine Forum (OCIMF) is reviewed for each vessel to understand safety measures on board, crew manning/tenure and state of accommodation and living areas on vessels.
 PSC inspections	Port State Control (PSC) inspection reports for the prior 12 months are reviewed for each vessel to determine whether the vessel has been detained in an Australian port as a result of issues including unsatisfactory crew conditions.
 COVID-19 vessel declaration	Each vessel must provide a health declaration, covering previously visited ports, crew changes both previous and planned, the vessel's documented COVID safe crew change plan, and a declaration from the vessel master that the crew remains in good health and all visitors to the vessel wear appropriate protective personal equipment at all times.

As a result of the further extensive work undertaken with respect to shipping activities during the 2022 year, it is Viva Energy's view that the risk of modern slavery in those operations is low.

As a large and inherently riskier component of our operations, this position will continue to be closely monitored during the next phase of our modern slavery analysis to assess whether there is any basis for movement in that risk assurance conclusion.

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6. Due diligence and risk management – 2022 outcomes continued

6.1.3 Supplier compliance

In 2022, Viva Energy continued to promote the importance of addressing modern slavery by embedding modern slavery due diligence as a key part of the procurement process. This was effected by:

- Requiring prospective suppliers to provide a summary of their modern slavery compliance where participating in a Viva Energy tender process.
- A modern slavery compliance question is included in the process for on-boarding new suppliers.
- A detailed modern slavery compliance clause, along with Supplier Code of Conduct, are included in the standard terms and conditions for procurement of goods and services, which were updated during 2022.

6.1.4 Changes to operations – Viva Energy Polymers acquisition

On 31 May 2022, Viva Energy completed the acquisition of 100% of the shares on issue in LyondellBasell Australia (Holdings) Pty Ltd (LBAH) along with its wholly-owned subsidiary, LyondellBasell Australia Pty Ltd (LBA) from Basell International Holdings B.V (Basell). Those entities have been renamed Viva Energy Polymers Holdings Pty Ltd and Viva Energy Polymers Pty Ltd respectively.

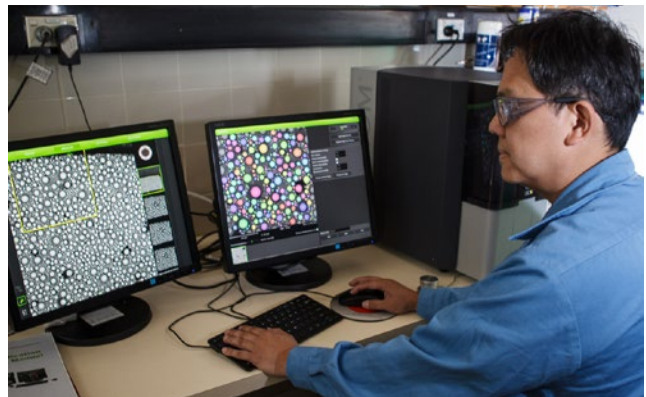
The business acquired is a Geelong-based national polymer manufacturer and distributor, which has its production facility located inside the footprint of the Geelong Refinery. The business is strongly complementary to Viva Energy's refining operations, with Geelong Refinery's propylene production utilised as feedstock in the manufacturing operations of the polymers business. Feedstock and finished product is also imported through the Basell group global network.

The business employs approximately 90 people including chemical process operators, engineers, laboratory staff, instrument/electrical tradespeople, finance management and support, logistics and sales personnel, who are all based in Australia.

LBAH and LBA were subject to the Act before acquisition by Viva Energy and have published a statement under the Act. Viva Energy reviewed its prior filed statements as part of the due diligence leading up to acquisition and were satisfied that the group met an equivalent level of high standards to those set by Viva Energy.

A summary of the conclusions of the due diligence on the LBAH and LBA businesses was that its level of risk and standards were consistent with those of Viva Energy:

- All of the workforce is based in Australia and the types of products and services that the group purchases are mostly from within Australia or from countries posing a lower risk.
- Furthermore, the nature of the products purchased are generally of a high technical content and therefore more likely to originate from countries of low risk and operating themselves in industries which are significantly regulated and have modern employment conditions.



- That said, the group did acknowledge that all supply chains may carry some level of risk of modern slavery and therefore conducted a high-level assessment of risk of modern slavery being present with a particular focus on products and services which may have higher inherent risk of modern slavery, including IT equipment and services, personal protective equipment and garments, chemical raw materials originating from mining industries and shipping.
- A key action that the LBAH group undertook to mitigate risk of modern slavery was requiring all new suppliers, and all existing suppliers in the higher-risk industries, to complete a form under which they acknowledge acceptance of the group's Supplier Code of Conduct, which required suppliers to take reasonable steps to ensure that they and their suppliers have adequate procedures in place to prevent and address modern slavery.

Consistent with our approach to providing targeted training for the broader business, 7 staff working within the Polymers business have been included and completed the group modern slavery training program given the higher possibility that their work may encounter modern slavery practices.

6.2 Impact of supply chain challenges

Recent supply chain challenges following global events such as COVID-19 and the conflict in Ukraine have created new and heightened modern slavery risks for businesses. This may include:

- needing to engage with new suppliers to ensure continuity of provision of materials or to satisfy higher or lower than usual demand;
- restrictions on the ability to thoroughly audit suppliers; and
- a greater likelihood that vulnerable workers may be exploited in the environment.

The key focus of Viva Energy during the past few years has continued to be the protection of the welfare of Viva Energy's workforce while ensuring business continuity. The effect is that our workplace processes have become even more robust and stringent having needed to meet government health requirements. To ensure continuity of business, we have worked closely with suppliers to understand the impact of supply chain challenges on their business.

As a result of Viva Energy's response to the impact of these challenges on its business, we do not believe that the modern slavery risk position for Viva Energy has changed materially through the period.

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6. Due diligence and risk management – 2022 outcomes continued

6.3 Culture of modern slavery understanding

6.3.1 Reviewing and improving policies

Viva Energy has in place a number of policies which align with its commitments with respect to modern slavery:

- Every member of Viva Energy’s workforce is required to comply with Viva Energy’s Code of Conduct, which confirms our aim to conduct business in a way that supports fundamental human rights.
- Our Human Rights Policy seeks alignment with respect of our modern slavery commitments by Viva Energy’s employees and contractors, along with suppliers, customers, business partners and the communities in which Viva Energy operates.
- Viva Energy’s Supplier Code of Conduct sets out our expectations of suppliers with whom we do business stating that Viva Energy’s suppliers have a responsibility to:
 - Ensure that they comply with all relevant laws and regulations relating to labour and human rights, including modern slavery.
 - Have in place procedures to identify, investigate and take action in relation to any occurrence of modern slavery.

All of the above policies can be found at www.vivaenergy.com.au/our-company/corporate-governance.

Viva Energy continues to review how we can improve our company-wide approach to mitigating modern slavery risks, along with contributing more broadly to the community debate in this area. During 2022, Viva Energy was a participant in consultation meetings with the NSW Anti-slavery Commissioner aimed at developing a framework for driving up the effectiveness of modern slavery due diligence in NSW public procurement.

6.3.2 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 2022 Viva Energy continued the rollout of its compulsory modern slavery training program for all senior leaders and staff with responsibility for managing external supplier procurement. All new hires during 2022 with responsibilities in these areas were required to undertake the training, which included relevant employees within the Polymers business.

The training program provides a general background to the modern slavery legislation and Viva Energy’s responsibilities under the Act. 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. At the end of the module, staff are provided with checklists that they can download to assist with their work in identifying a potential modern slavery risk.

To maintain optimal effectiveness of the program, during 2022 the program was updated to provide further clarification of our responsibilities under law and updated and additional guidance of higher risk geographies.

The training has been undertaken by 191 of our staff representing an increase on numbers compared with 2021, and represents over 11% of Viva Energy’s workforce. We consider that this provides strong coverage for those workers who may be exposed to modern slavery 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.

During 2022, we continued to develop Viva Energy’s internal capability to identify modern slavery risks more broadly through a communication to the whole Company from our Chief Executive Officer, which highlighted some key indicators of modern slavery and requesting staff to report any practices which they considered may raise a potential concern of modern slavery. The communication was viewed by over 1,000 of our employees.

Going forward, we will continue to provide training and other forms of communication which aim to strengthen the ability right across the Company to identify any risks of modern slavery practices.



191

Employees completed modern slavery training



1,070

Employees viewed CEO’s modern slavery communication

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7. Assessing effectiveness and looking forward

7.1 Looking forward

Based on the work undertaken up to 2022, we have been able to obtain confidence that Viva Energy's modern slavery risk is low.




While this is a welcome conclusion, given that the business and supply chains continue to evolve, Viva Energy is aware

that it will need to continue to revise the scope of work it undertakes in this area. By way of example, an analysis of the modern slavery risks associated with the newly acquired former LyondellBasell Australia polymers business formed part of the work plan during 2022.

Viva Energy's overall approach to managing modern slavery risks across its operations and supply chains has been set out in section 5 of this Joint Statement. Based on that approach, set out below are the 2023 focus areas for Viva Energy's modern slavery risk assessment and due diligence work.

7.2 2023 Focus areas

In 2023, being the first year of Viva Energy's Monitor & Maintain phase, the focus will be in the following areas:

Focus area	Key actions	
Review of operations and supply chains – Coles Express acquisition	<p>This acquisition will expose Viva Energy to new modern slavery risks as it will involve Viva Energy acquiring goods for resale, which pose inherently higher modern slavery risks such as fresh produce and raw material ingredients such as cocoa, tobacco and seafood.</p> <p>A deep dive will be undertaken into the supply chains for these higher risk goods.</p>	
Review of operations and supply chains – construction activity	<p>The material construction program to be undertaken by Viva Energy during 2023 will involve Viva Energy being exposed to a sector which can involve a range of modern slavery risks due to factors such as reliance on low-wage and migrant labour, complex supply chains and sourcing of material from high-risk geographies.</p> <p>An assessment will be undertaken of our contractors to understand how they are managing modern slavery risks in practice including with respect to subcontracting, utilisation of labour hire and migrant workers.</p>	
Building culture and awareness	<p>Continuing to develop Viva Energy's internal capability to identify modern slavery risks including the taking of further steps to ensure broader awareness and understanding of risks across Viva Energy.</p>	

7.3 Assessing effectiveness

Viva Energy will assess the effectiveness of our modern slavery risk management program on a regular basis by using the following performance indicators throughout 2023.

Focus area	Measure
Review of Operations and Supply Chains – Coles Express acquisition	Conclusion of risk assessment for these goods and movement into a monitor and maintain phase.
Review of Operations and Supply Chains – Construction Activity	Conclusion of risk assessment for these services and development of better understanding of risks given the ongoing program over a number of years.
Building culture and awareness	Continuing to develop Viva Energy's internal capability to identify modern slavery risks.

Approval

This Joint Statement was approved by the Board of Viva Energy Group Limited following review by the directors on 31 March 2023.

