

COMPANY POLICY

TASCO Inland Australia Pty Ltd

MODERN SLAVERY STATEMENT

INTRODUCTION

This Modern Slavery Statement covers the activities of Tasco Inland Australia P/L ABN: 64 676 389 090, and for the purposes of Modern Slavery Reporting includes subsidiaries, Tasco Carriers P/L ABN: 39 495 657 175, for the period of 1 July 2022 to 30 June 2023.

This statement, compiled under the Modern Slavery Act 2018 (Cth) outlines the actions taken to assess and address modern slavery risks in internal operations and external supply chains, and forms part of a program of commitment to further engagement and development over time.

It is recognised that while Tasco Inland Australia P/L is at the end of almost all of its supply chains, and is a price taker rather than a market influencer in almost all of its relationships, we understand that all entities have a role to play in respecting human rights and that the actions each entity takes to assess, address, report and engage on these matters, leads to greater awareness and action and thus potentially better outcomes.

INDUSTRY BACKGROUND

Tasco Inland Australia P/L is part of the downstream petroleum industry. There are approximately 7,300 retail fuel sites, or service stations, in Australia. As a whole this industry includes fuel wholesale businesses, who source transport bulk fuels in fuel trucks from terminals and depots to clients on farms, construction sites and service stations; and fuel retail businesses, who retail fuels to customers from the network of service stations and roadhouses.

The downstream petroleum industry in Australia is the end of a long supply chain in terms of its key inputs; fuel, fuel truck equipment, fuel storage equipment, fuel pumping equipment, convenience store equipment and product offerings.

While to a consumer, particularly at a service station level, the industry appears dominated by large international brands, the reality is that most service stations and fuel transport and depot businesses are independent, family operated businesses, many of which are small to medium in size.

The downstream petroleum industry is categorised by high volumes of sales of fuel, at low margins (ACCC 2020). For more information on the operation of the downstream petroleum industry see;

- ACAPMA - Australasian Convenience and Petroleum Marketers Association – <https://acapma.com.au/>
- ACCC Financial performance of the Australian downstream petroleum industry 2002-2018, April 2020 –

REPORTING ENTITY

Tasco Inland Australia P/L is a locally owned and operated family business and proprietary limited company with the primary head office located in Mildura, Victoria:

- Operating service station retail sites and fuel transport for over 65 years, within three states, Tasco Inland Australia P/L is proud to be part of the Australian national and local community.
- Operating 43 retail fuel sites or service stations across the country branded and supplied with Ampol fuel, 35 of those are operated as commission agents and the remainder simple resellers, as well as 13 wholesale depots scheduling fuel deliveries in a fleet of 48 fuel trucks.
- Employing a total of 258 staff; 28 at head office as well as 123 staff in wholesale and 107 in retail.

SUPPLY CHAIN

Tasco Inland Australia P/L is at the end of most of the supply chains it participates in and has a policy and operational approach to engage with Australian based entities in the first instance, wherever practical, to support Australian owned and Australian made.

The operations have variable suppliers based on availability and is supplied from a broad range of industry sub segments, including the following;

Primary Suppliers	Fuel	<i>Low</i>
	Fuel System Equipment	
	Fuel Transport Vehicles Contractor/subcontractor Drivers	<i>Low</i>
	Convenience store stock	
	Convenience store Equipment	
	Commission Agent Stores	<i>Possible</i>
	Electricity	<i>Low</i>
	Water	<i>Low</i>
	Telecoms	<i>Possible</i>
	Cleaning and hygiene services	<i>Possible</i>
Secondary	Fuel Systems maintenance services	<i>Low</i>
	Fuel Transport Vehicle maintenance service	<i>Low</i>
	Uniforms	<i>Possible</i>

Tertiary	Software	<i>Low</i>
	Promotional coordination service (New Sunrise Group)	<i>Possible</i>
	Office consumables	<i>Possible</i>
	Promotional Materials and printing/supplies	<i>Possible</i>
	Subscriptions	<i>Low</i>
	Legal Services	
	Taxation services	
	Business and financial services	
Waste management services	<i>Possible</i>	

Tasco Inland Australia P/L does not import any items from outside of Australia, though it does note that some of its Australian suppliers may do so.

Tasco Inland Australia P/L does not employ or engage any staff or workers outside of Australia.

RISKS OF MODERN SLAVERY PRACTICES IN OPERATIONS AND SUPPLY CHAINS

Internal Operations

Tasco Inland Australia P/L has assessed the risks of modern slavery in internal operations and the risks are low. In addition to the commitment to, and compliance with Australian employment and safety laws, which reduces the risk of modern slavery impacts, Tasco Inland Australia P/L also actively participates in annual independent review of employment and safety compliance audits undertaken by the industry association ACAPMA.

Commission Agent Arrangements

Tasco Inland Australia P/L partners with other businesses who operate sites owned/branded as part of the entity network in a Commission Agent arrangement. Not technically a franchise arrangement, it is nonetheless similar in that there is a connection of branding, however the commission agent operating a retail fuel site under this arrangement does not own the fuel, their business simply receive a commission for selling the fuel on behalf of Tasco Inland Australia P/L.

These separate businesses engage, pay and manage their own staff. Whilst they are separate businesses, it is recognised that they pose a potential risk for modern slavery through their connection with Tasco Inland Australia P/L, and as such, special engagements, and requirements, including requirement to provide evidence of annual independent audit of employment and safety compliance, has been undertaken.

Supply Chain

Tasco Inland Australia P/L is an Australian entity that sources its products and services from exclusively Australian entities and suppliers, reducing the risk of modern slavery practices being present.

Australia's Global Slavery Index is at 0.6 victims of modern slavery for every thousand people, one of the lowest in the world, with the highest risks in sexual exploitation, forced marriage and forced

labour. The overall risk level for Australia is Low according to the Global Slavery Index (Global Slavery Index - <https://www.globalslaveryindex.org/2018/findings/country-studies/australia/>)

ASSESSING AND ADDRESSING RISK

Tasco Inland Australia P/L has, as part of the first modern slavery statement reporting period, undertaken to educate itself and its decision makers about modern slavery, and to develop a plan for assessing risk now and into the future and building and developing the framework for addressing risks.

During the second reporting period Tasco Inland Australia P/L has;

- Built on the learnings of the first reporting period.
- Developed learnings internally including communications to management, supply chains and staff. This included researching the nature of modern slavery, understanding government guidance, engaging with the industry Association on industry context and specific industry risk points.
- Undertaken continued risk assessment of internal operations and developed a plan for ongoing assessment, reporting, response, and review.
- Undertaken an initial risk assessment of supply chains and developed a plan for ongoing assessment, reporting response and review.
- Maintained updated policies to reflect modern slavery considerations.
- Ensured the continued addition of modern slavery considerations to major supply contracts.

Tasco Inland Australia P/L has developed and continued its plan to increase the effectiveness of its modern slavery approach for both internal operations and supply chain, this plan includes:

Internal Operations:

- Expanding internal communications on the risks of modern slavery,
- Expanding training on the risks of modern slavery to other leaders in the operation,
- Communication of modern slavery statement to all staff,
- Communication of internal confidential reporting mechanisms already in place and their availability for reporting modern slavery concerns,
- Continuing with annual external employment and safety compliance auditing of company and commission agent sites,
- Annual internal risk questionnaire and the addition of modern slavery considerations to safety and compliance meetings, and
- Quarterly executive review of risks in operations and review of internal confidential reporting mechanisms.

Supply Chain:

- Expanding the risk assessment to include supplier questionnaires to identify product origin and product origin risk factors,
- Specifying modern slavery considerations in major supply contracts,
- Reviewing the modern slavery statements of major suppliers (once published), and
- Engaging with the industry association to addressing any specifically identified areas of concern in the broader supply chain.

Any claims or instances of modern slavery will be addressed in confidentiality and in concert with advice from the industry association and government. Tasco Inland Australia P/L recognises that we are not equipped to handle instances of human rights breaches on our own.

ASSESSING EFFECTIVENESS

Tasco Inland Australia P/L is committed to reviewing our approach to modern slavery and all associated processes, policies, and communications. The addition of modern slavery to the quarterly executive meetings, in addition to the specific modern slavery statement preparation process ensures ongoing review of systems and effectiveness.

In addition, over time, we will be reporting on the number of complaints received and resolved, the proportion of management and leaders trained in modern slavery and the engagement with suppliers on modern slavery will allow for the assessment of the effectiveness of the approach.

CONSULTATION

Tasco Inland Australia P/L has consulted on the content and form of this statement with all General Managers of associated entities, and it was approved by the sole Board/Managing Director, Mr Ross Lake on 19/12/2023 prior to publication.

OTHER ITEMS

This statement is the third for Tasco Inland Australia P/L. It is recognised that this process is in its infancy and there is more work to be done, for a broader engagement, assessment and communication program and that further steps will be required in the future and Tasco Inland Australia P/L is committed to taking the steps required to do its small part in combating modern slavery.



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Ross Lake
Sole Managing Director



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Date