



COMPANY POLICY

MODERN SLAVERY STATEMENT

Introduction

This Modern Slavery Statement covers the activities of Geraldton Fuel Company Pty Ltd trading as Refuel Australia ("Refuel") for the period 1 January 2021 to 31 December 2021.

Purpose

Refuel eventuated from the amalgamation of both the Caltex and Ampol Distributorships and a family-owned business and is subject to the Modern Slavery Act 2018 (Cth) ('Act') that commenced operation on 1 January 2019. The Act requires reporting entities subject to the Act, to produce an annual modern slavery statement.

It is the policy of Refuel to show we are committed to operating our business lawfully and ethically and in only working with suppliers that are aligned to our company's values.

Responsibility

Irrespective of annual business turnover, we expect our key suppliers to operate in accordance with Australia's applicable modern slavery laws including those prohibiting human slavery and slavery like practices, human trafficking and child labour.

We value and observe all laws regarding corporate social responsibility, environmental and workplace safety protection, staff inclusion and diversity.

The supply chain for our company is relatively simple and includes the purchase of products and services needed for the businesses day-to-day operations including office supplies, bulk fuel and lubricant supplies, training of staff with accredited local providers, external legal advice, leasing of office space, IT infrastructure and support services and travel.

Refuel Finance & Administration and Human Resources teams have various policies in place that support our day-to-day operations to ensure all staff and suppliers meet Refuel core values.

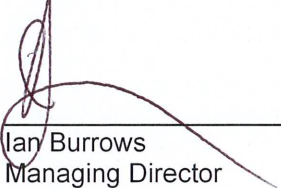


Process

Particular steps we will be undertaken, in partnership with our peak governing body ACAPMA, which will include:

1. Assessing the potential modern slavery risks in our operations and supply chains with emphasis on high risk geographical locations and business transactions;
2. Developing and reviewing company policies on modern slavery in operations and supply chains;
3. Developing training for staff in modern slavery requirements;
4. Preparing to conduct due diligence on local and global supply chains;
5. Reviewing supplier contracts to ensure they contain terms that are consistent with the Act; and
6. Taking steps to address any potential modern slavery risks identified.

This statement was approved by the Board of Refuel Australia on 4 November 2022.


Ian Burrows
Managing Director