

Modern Slavery Statement 2020

Adelaide Fuel Distributors

This statement has been prepared pursuant to the *Modern Slavery Act 2018* (Cth) (the **Act**). It applies to Fredericks Petroleum Pty Ltd ACN 008 121 060 as trustee for the Bryson Fredericks Family Trust ABN 33 752 781 908 and trading as Adelaide Fuel Distributors (**AFD**).

This statement relates to the Australian financial year 1 July 2019 to June 2020 and was approved by AFD's Board on 29th March 2021.

About Us

Established in 1971 by Bryson Fredericks, AFD is a fuel and lubricants distribution business that is proudly independently owned and operated exclusively in South Australia.

AFD has expanded from its original base at Seaford to include three strategically placed and locally run depots at Cavan, Littlehampton and Seaford, providing a fast, efficient and local service.

AFD's mission is to be an organisation that provides a modern, efficient and quality service to our customers, job satisfaction and security to our people, and a safe and incident free working environment for all.

AFD has a zero-tolerance approach to all forms of modern slavery. We are committed to respecting all human rights and recognise that it is our obligation to take action to end and/or prevent modern slavery practices including servitude, forced and compulsory labour and human trafficking in our business and supply chains. We expect all of our people and suppliers to share our commitment.

Structure and Operations

As a privately run, family owned business, our goals and strategic direction is set by our Board. Our executive leadership team, led by our General Manager, is responsible for delivering on those strategic goals and reporting the Company's progress to the Board. The day to day operations of our business are underpinned by approximately 80 employees working across our sites.

AFD supplies bulk fuel, including petroleum and diesel, to retail outlets across South Australia and to commercial clients across a wide range of industries including retail, industrial, farming, transport, commercial fishing and wine. AFD also supplies bulk and packaged lubricants on a wholesale and retail basis.

In addition to fuel and lubrication distribution, AFD operates five retail fuel stores across South Australia. One of our retail stores "Adelaide Fuel and Safety" located at Seaford, South Australia, also supplies all manner of safety equipment.

Supply Chains

AFD is a large purchaser of goods and services for our enterprise, ranging from single occasion purchases through to long-standing contractual arrangements with our key suppliers.

Our key suppliers provide goods and services in the following areas:

- bulk fuel;
- LPG (bottled);
- bulk and packaged lubricants;
- recruitment and employee training;
- telecommunications and information technology;
- specialist trade services including plumbing, electrical, boswer maintenance and repairs; and
- retail products including safety equipment, groceries, food and beverages.

We predominantly use Australian suppliers with whom we have long standing relationships. However, we recognise that our goods and services, particularly in respect of fuel and lubricants, often come from countries other than those of our suppliers' headquarters.

Risks of modern slavery practices

AFD is committed to the eradication of modern slavery.

We actively seek to engage with suppliers and other third-parties who share similar values, ethics and sustainable business practices, especially in relation to human rights and modern slavery.

We recognise that Australia is one of only four countries which requires business to report on modern slavery risks. As such, the risk of modern slavery in Australia is lower than many other jurisdictions (according to GSI data).

As our operations are based and occur solely in South Australia, we are at comparatively lower risk than other reporting entities within our industry. However and while we predominantly use Australian suppliers, we recognise that a number of our suppliers have global operations and therefore we must remain vigilant of the potential risk for AFD to be directly or indirectly linked to modern slavery practices.

We acknowledge, and are working to understand, the vulnerabilities and potential risks with those suppliers whose global operations pose as an increased susceptibility to modern slavery supply chain issues.

Our approach

AFD will take steps to ensure that we eradicate modern slavery practices in our enterprise and supply chains. Moving forward we intend to:

- a) conduct awareness training with our key people. The training will cover what modern slavery practices are, the cost and impact on individuals, business and the wider global community, our obligations under the Act and the actions we are taking to eradicate modern slavery in our business and supply chains;
- b) establish policies and procedures that enable our key people to identify, assess and mitigate the risks of modern slavery practices in our enterprise and supply chains; and;
- c) require our suppliers to provide us information about their internal systems and controls for addressing the risks of modern slavery, and notify of us any actual or suspected cases of modern slavery occurring within their business and supply chains.

Assessing and reporting on effectiveness

We will establish processes and procedures to review the effectiveness of the measures we have put in place. These processes will assess our actions against key indicators such as:

- a) the number of staff who have successfully completed awareness training, including key groups such as our executive and those responsible for procurement;
- b) the number of low, medium and high risk suppliers within our supply chain; and
- c) the number of suppliers who have engaged with us in a constructive manner to address the risks of modern slavery in their business and supply chains.



Bryson Fredericks
Director
Fredericks Petroleum Pty Ltd

29th March 2021