



Sustainability strategy 2023–2025



Our commitment to sustainability

In executing our corporate strategy and delivering on our purpose, we recognise that we need to take a responsible and long-term view to deliver enduring value for our customers, community, our people and shareholders.

Our approach involves making sustainability part of decision-making at all levels in our business, and in a way that balances environmental, social and governance aspects with our broader strategic objectives. We consider and align our approach with recognised practices and standards and feedback from our stakeholders on material issues.

In 2022, we refreshed our Sustainability Strategy to align more closely to our purpose and corporate strategy, and covering all the geographies that we operate in. We have set principles that will guide our approach to sustainability. We have also prepared a roadmap detailing the activities we plan to undertake in order to progress the 2025 commitments and 2030 goals we have set.

We believe businesses have a role to play to progress the United Nations Sustainable Development Goals (SDGs) and we have aligned our goals with the relevant SDGs.



Ampol's sustainability journey to date

Our refreshed sustainability strategy builds on strong foundations and the commitments and targets Ampol has already set. Recent Ampol initiatives and performance are set out below.

First Innovate Reconciliation Action Plan prepared	Ampol Foundation established, with two key focus areas being safety and youth education and development	Established Supplier Code of Conduct and checking of supplier compliance with the Code	Introduced shadow carbon pricing and embedded price sensitives into capital allocation decisions	Release of first Modern Slavery Statement, ranked in top 20 in the Monash University's ASX100 2021 ranking	Refreshed Wellbeing Strategy, including introduction of employee wellbeing days	Established in-house climate modelling to support strategic planning	\$4.1m overall Australian community contribution including \$1m fundraising in our Retail network, workplace giving and employee volunteering	Awarded Bronze status in Australian Workplace Equality Index	Launch of Ampcharge EV charging network across Retail network, committing to 500 charge points by 2027
--	---	--	--	--	---	--	---	--	--

2018 — 2019

2020 — 2021

2022

First Sustainability Report released	Participation in Sustainable Aviation Fuel pilot	Rooftop solar installed across 50 Western Australian retail sites	Human Rights Policy and Climate Change Position Statement prepared	Future Energy and Decarbonisation Strategy released including setting a net zero by 2040 ambition for Scope 1 & 2 emissions	Inaugural sustainability-linked loan linking to 2025 decarbonisation commitments	Commence Depot Operations Fleet Operations Replacement and Optimisation Program, delivering an estimated 23% reduction in emissions	Launch Climate Active certified Carbon Neutral program to B2B customers	Second Innovate Reconciliation Action Plan prepared, preparation of Indigenous Procurement Strategy	Linking climate objectives to executive remuneration, comprising 10% of scorecard	Procurement of renewable energy for majority of Western Australian retail network, rooftop solar roll out in conjunction with EV chargers
--------------------------------------	--	---	--	---	--	---	---	---	---	---

Vision, principles and pillars

Our vision

Powering positive environmentally and socially sustainable outcomes in the communities in which we operate.

Our principles



Authenticity

Honest and caring action that delivers genuine outcomes for our stakeholders



Leadership

Demonstrating leadership that is aligned with our broader strategy and purpose



Equity

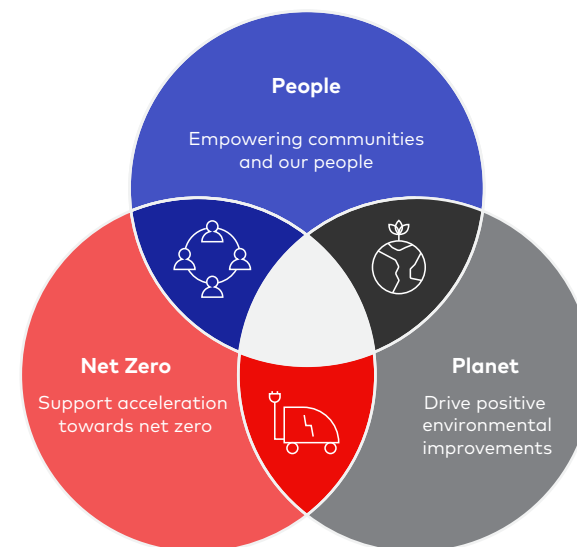
Supporting key sectors of the communities that we operate in



Visibility

High quality and transparent communication and engagement with stakeholders

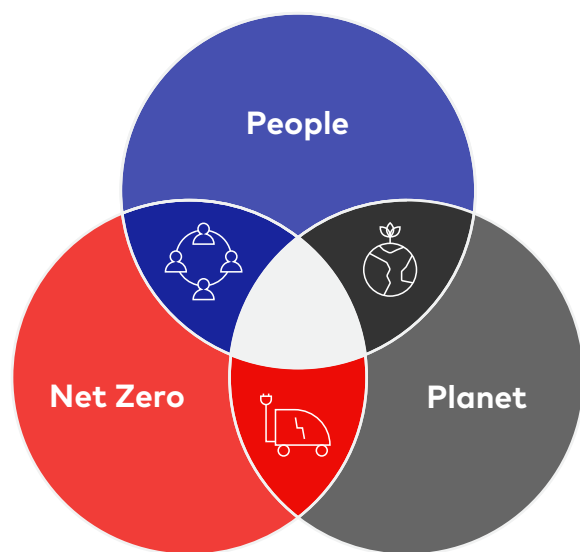
Sustainability pillars



**SUSTAINABLE
DEVELOPMENT
GOALS**



Sustainability focus areas



Under our sustainability pillars we have identified five focus areas:



**Wellbeing
and inclusive
workplaces**



**Indigenous
partnerships**



**Supporting
communities
and nature**



**Circular
economy**



Decarbonisation

We are committed to transparency and publicly reporting on progress annually.

For each focus area:



Set 2030 goal



Identify 2025 public
commitments and key
deliverables to progress
2030 goal



Key metrics to measure
performance



**Report performance
to stakeholders
annually**

Wellbeing and inclusive workplaces



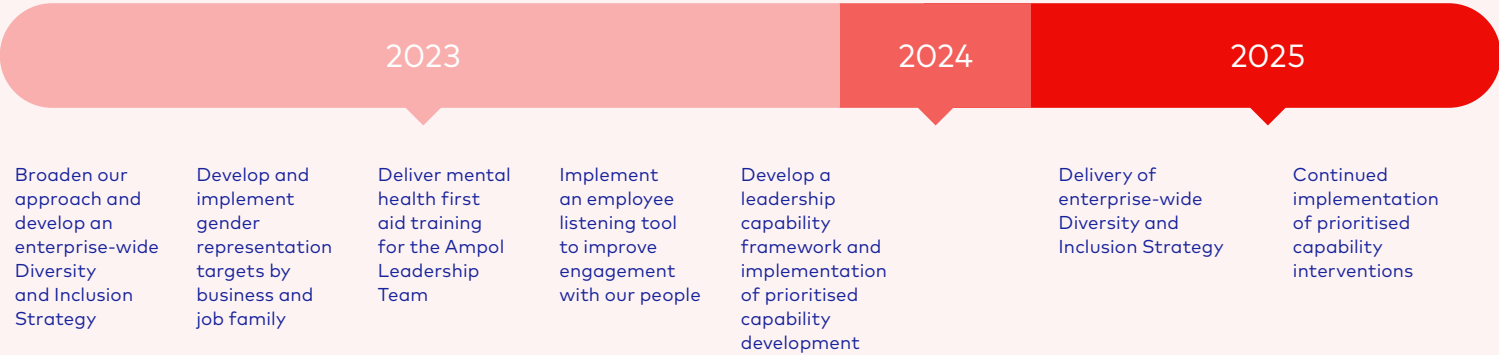
Our 2030 goal

Drive safe, healthy, equitable and inclusive outcomes for our people including upskilling and development for the energy transition.

2025 public commitments

- Deliver a mental health first aid program to senior leaders and a minimum 10% of permanent workforce.
- Introduce a wellbeing leave offering for employees.
- Achieve a 40/40/20 gender representation target across our enterprise.
- Gender-pay differences on a like-for-like roles is between +/- 1%.
- Improve our status in the Australian Workplace Equality Index.

Key deliverables to 2025



UN SDG alignment



Indigenous partnerships



Our 2030 goal

Contribute to reconciliation where Aboriginal and Torres Strait Islander peoples have equitable participation in Australian society and where the long heritage and culture of First Australians is respected. Achieve a material uplift in the representation of Māori & Pasifika as part of our workforce in New Zealand.

2025 public commitments

- Work towards and maintain relevant representation of Indigenous people across the geographies that we operate in.
- Develop a commitment to Te Tiriti/ Te Ao Māori.
- Maintain and strengthen relationships with Clontarf and Stars Foundation and TupaToa.
- Execute our Aboriginal and Torres Strait Islander procurement strategy.
- Establish a stretch-level Reconciliation Action Plan.

Key deliverables to 2025



UN SDG alignment



Supporting communities and nature



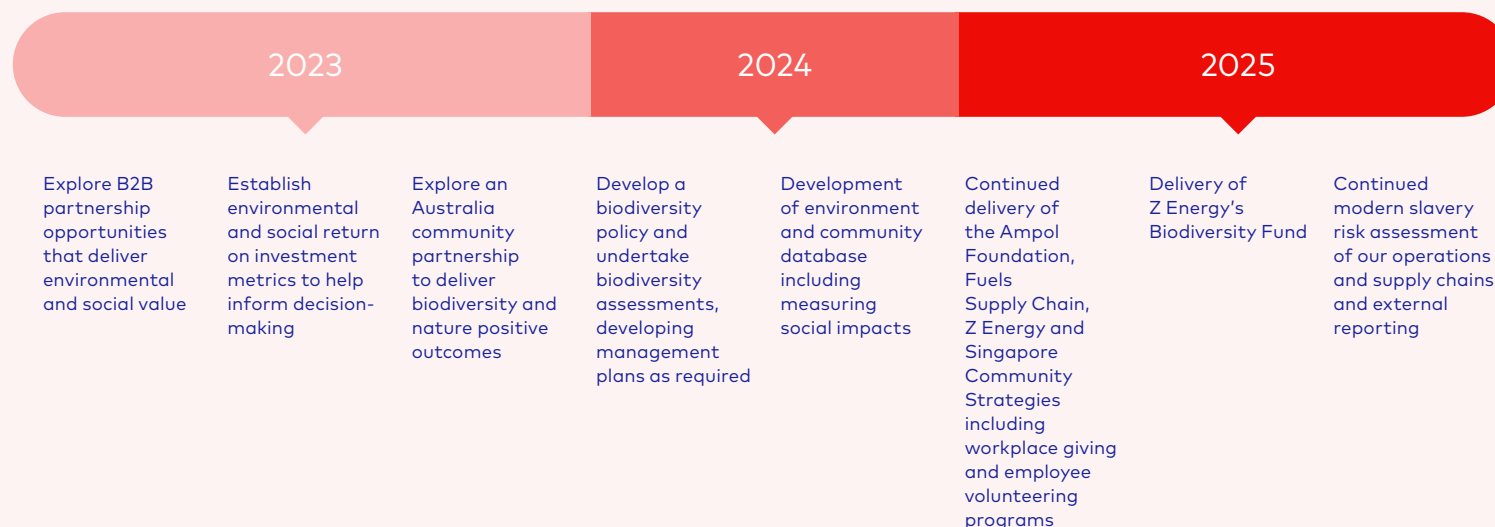
Our 2030 goal

Have a positive and measurable impact in the communities where we operate and support nature positive outcomes.

2025 public commitments

- Increase Ampol Foundation 'total community contribution' to >\$5 million including cash donations, in-kind support, employee contributions, fundraising and employee volunteering hours.
- Deliver Z Energy's Biodiversity Fund and Good in the Hood campaign to local communities.
- Increase Australian employee volunteering and workplace giving outcomes by 50% from 2021 levels.
- Continue to take a proactive approach to the responsible sale of tobacco.
- Establish metrics and systems to measure social and nature positive value.
- Development and delivery of proactive community and environmental programs across targeted Fuels Supply Chain facilities.

Key deliverables to 2025



UN SDG alignment



Circular economy



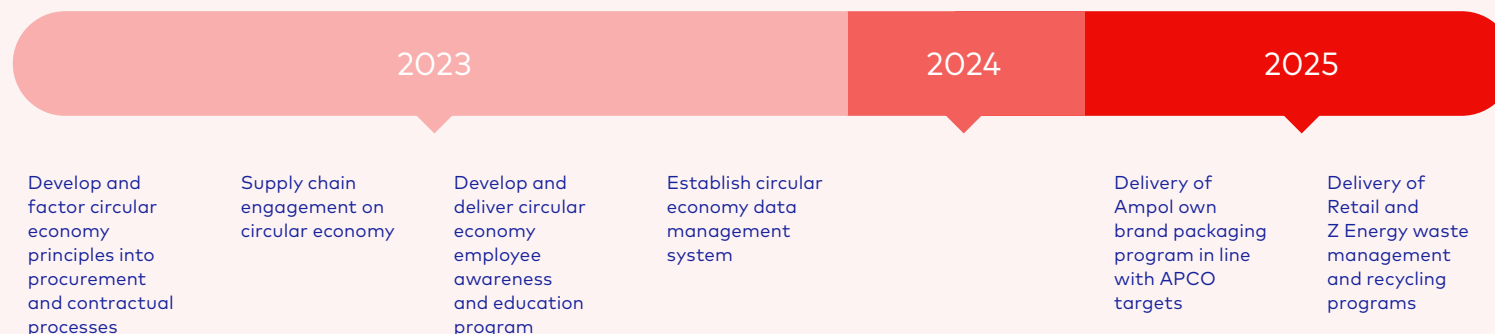
Our 2030 goal

Collaborate with our value chain partners, government and industry to reduce waste and support the transition to a circular economy.

2025 public commitments

- Establish standards to integrate circular economy principles into the business including use of renewable and sustainable raw material; reuse/recyclability of equipment that has reached end of life and adaptive re-use of assets and equipment.
- Establish a pathway to introduce recycling initiatives for customers and operations for retail sites to minimise volumes of food and packaging waste being sent to landfill.
- Ampol Own Retail Brand packaging to be in line with Australian governments' 2025 National Packaging Targets as an active Australian Packaging Covenant Organisation (APCO) member.

Key deliverables to 2025



UN SDG alignment



Decarbonisation



Our 2030 goal

Contribute towards our ambition of net zero emissions across our operations by 2040 together with reducing the emissions intensity of the products we sell to customers and within our supply chain.

2025 public commitments

- Commit to 40% equivalent net renewable electricity for operational use.⁽¹⁾
- Convenience Retail – reduce operational emissions⁽²⁾ on an absolute basis by 25% by 2025 from 2021 levels.
- Fuels & Infrastructure – reduce operational emissions intensity⁽³⁾ by 5% by 2025 from 2021 levels.
- Z Energy – progress 2030 goal to reduce operational emissions⁽⁴⁾ by 42% from 2020 levels.
- Progress target of achieving 500 EV charge points by 2027 in Australia.
- Enhanced processes to identify emissions reduction opportunities within our supply chain, partnering where feasible.
- Continued transparency and climate disclosures aligned with Task Force on Climate-related Financial Disclosures (TCFD).

Key deliverables to 2025



UN SDG alignment



- 1 This commitment applies to Convenience Retail and Fuels and Infrastructure business units operating in Australia. Equivalent net renewable includes electricity offset with large-scale renewable energy certificates, on-site solar and grid decarbonisation.
- 2 Ampol's definition of operational emissions is in accordance with the National Greenhouse and Reporting (NGER) definition and refers to all Scope 1 and 2 emissions within Ampol's operational control.
- 3 Total emissions (Scope 1 and 2) per kL of Total High Value Product (HVP) for Lytton refinery and total emissions (Scope 1 and 2) per kL of Total Fuel Throughput for our three largest Terminal facilities: Kurnell NSW, Banksmeadow NSW and Newport VIC.
- 4 Z Energy's operational emissions includes Scope 1 and 2 emissions, together with Scope 3 emissions associated with staff travel, waste to landfill and domestic distribution and storage of fuels

