

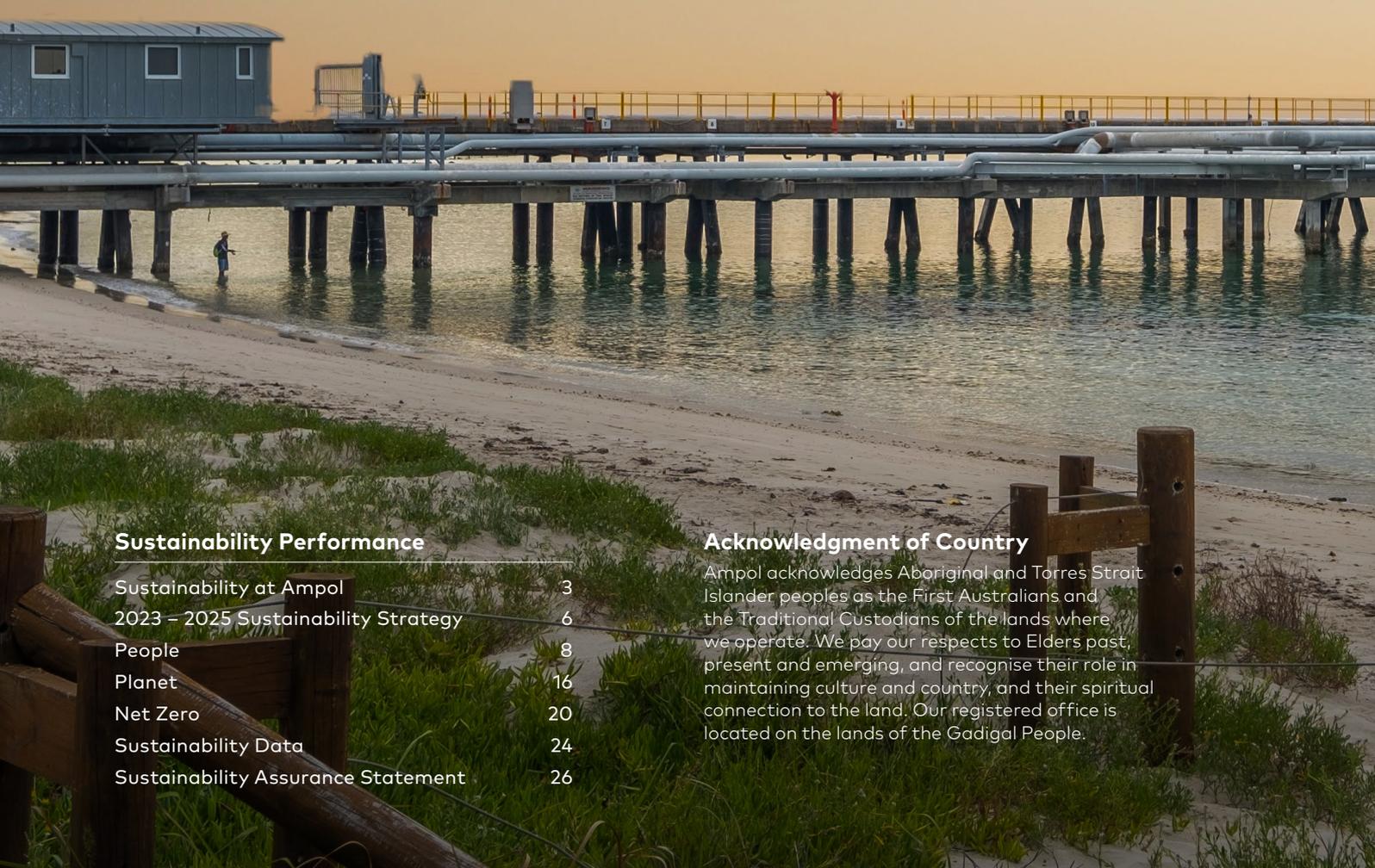


In 2022 we integrated our financial and non-financial reporting into our Annual Report to better underline our commitment to transparency and ongoing improvements across our key sustainability measures.

This document is a copy of the Sustainability Performance section recorded in our 2022 Annual Report, separated out to ensure easy access for all our stakeholders.



Full access to our 2022 Annual Report can be found at www.ampol.com.au



Sustainability Performance

Sustainability at Ampol	3
2023 – 2025 Sustainability Strategy	6
People	8
Planet	16
Net Zero	20
Sustainability Data	24
Sustainability Assurance Statement	26

Acknowledgment of Country

Ampol acknowledges Aboriginal and Torres Strait Islander peoples as the First Australians and the Traditional Custodians of the lands where we operate. We pay our respects to Elders past, present and emerging, and recognise their role in maintaining culture and country, and their spiritual connection to the land. Our registered office is located on the lands of the Gadigal People.



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, shareholders, employees, and the communities in which we operate.

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 considerations with our broader strategic objectives.

We consider and align our approach with recognised practices and standards and feedback from our stakeholders on material issues. We continually develop, improve and work to implement policies and plans to drive progress on our commitments. Key policies and plans include Ampol's:

- Climate Change Position Statement
- Supplier Code of Conduct
- Diversity and Inclusion Policy
- Human Rights Policy
- Reconciliation Action Plan

These documents can be found at www.ampol.com.au

Sustainability Performance – Our commitment to sustainability continued

Our approach to sustainability performance

Our sustainability performance covers the year 1 January 2022 to 31 December 2022, with the exception of energy and Scope 1, 2 and 3 emissions data which covers the reporting period 1 July 2021 to 30 June 2022, and covers Australian operations only. Our 2022 sustainability performance reporting is focused on our operations in Australia and Singapore and following the acquisition of Z Energy during 2022, it covers New Zealand operations where identified. We will look to further integrate Ampol and Z Energy's sustainability performance reporting in the coming year. Z Energy's sustainability performance can also be found in their Annual Report for the nine months to 31 December 2022, available at the end of February 2023.

In addition to our sustainability performance reporting within our 2022 Annual Report, please also refer to our [2022 Sustainability Datasheet and Appendix](#) which contains:

- Performance metrics
- Global Reporting Initiative (GRI) Standards index
- United Nations Sustainable Development Goals reporting

Our sustainability performance reporting is aimed at improving transparency of our most material risks and explaining how we manage these risks and operate responsibly. We prepare our reporting with reference to GRI standards to provide shareholders with comparable information relating to sustainability performance. We are also committed to align our disclosures with other widely accepted standards, such as the Task Force on Climate-related Financial Disclosures (TCFD) and will be releasing a Climate Report aligned to this in 2023. To provide confidence in our sustainability data, we again engaged KPMG to provide limited assurance over selected datasets, including safety, emissions data and performance. KPMG's Assurance Statement is included at the rear of our sustainability performance section within this 2022 Annual Report.



Sustainability governance

We believe that adopting a high standard of corporate governance is essential to sustaining long-term performance and value creation. Each year we prepare a Sustainability Plan that supports the delivery of our Sustainability Strategy. Our Plan outlines targets and initiatives to be implemented during the year, as well as metrics to measure ongoing performance.

The governance structure we have in place to support the delivery of our Sustainability Strategy is summarised below.

Ampol Board	Responsible for corporate governance policies and risk management, including those relevant to sustainability. Approves policies for publication on the Ampol website, key sustainability initiatives and disclosures. Approves Ampol's Sustainability Strategy.
Board Safety and Sustainability Committee	Oversees and monitors the effectiveness of Ampol's Sustainability Strategy and annual Sustainability Plan, as well as sustainability reporting requirements and the management of key social and environmental sustainability risks.
Board Human Resources Committee	Assists the Board to fulfil its corporate governance responsibilities in relation to Ampol's remuneration framework, incentive plans, succession planning, cultural health and engagement as well as Diversity and Inclusion policy and strategy.
Ampol Leadership Team	Approves the annual Sustainability Plan and monitors progress of the Sustainability Strategy on a quarterly basis.

Issue-specific management committees

Strategic Risk Committee	Chaired by the CEO and comprising the Ampol Leadership Team, the Committee provides oversight of strategic risks including climate change. Climate-related focus areas for the Committee include risk management, integration into business systems and processes, disclosures and monitoring of external and emerging issues.
Decarbonisation Project Review Board	Chaired by the Group CFO and comprising a sub-set of the Ampol Leadership Team, this group provides oversight on Ampol's decarbonisation programs, including capital allocation, emissions forecasting, and delivery against public commitments.
Ampol Foundation Committee	The Committee is the primary decision-making body governing community investment decisions and activities executed through the Ampol Foundation.
Diversity and Inclusion Council	Provides stewardship of our Diversity and Inclusion Strategy with senior leadership representatives from across Ampol. Chaired by the Executive sponsor for Diversity and Inclusion, the Executive General Manager (EGM) Fuel Supply Chain.
Wellbeing Council	Provides oversight over our enterprise-wide approach to our Wellbeing Strategy and delivery of key priorities consisting of senior representation across the business, with Executive sponsorship from the EGM, People and Culture.
Reconciliation Action Plan (RAP) Working Group	Promotes the RAP and its efforts towards reconciliation. Instigates and influences the delivery of initiatives aligned with the RAP commitments through operational business activity.
Sustainability function	Works across the business to coordinate and support delivery of the Sustainability Strategy.

Industry collaboration

To better inform our decision making, we participate in several industry forums to contribute to policy dialogue and development. This participation allows us to share ideas and experiences with our peers, and to help us identify strategies to pursue opportunities and address the challenges our industry faces. We also participate in many cross-industry associations and other business forums, including:

- Australian Association of Convenience Stores
- Australasian Convenience and Petroleum Marketers Association
- Australian Climate Leaders Coalition
- Australian Hydrogen Council
- Australian Industry Greenhouse Network
- Australian Industry Group
- Australian Institute of Petroleum
- Business Council of Australia
- Carbon Market Institute
- Clean Energy Council
- Electric Vehicle Council
- Gas Energy Australia
- Global Compact Network Australia
- New Zealand Climate Leaders Coalition
- Sustainable Business Council (New Zealand)
- Sustainable Business Network (New Zealand)

Investor engagement on sustainability

We routinely engage with our investors on our sustainability performance with meetings attended by our MD and CEO as well as members of the Ampol Leadership Team. Engagement sessions provide us with the opportunity to seek feedback on our future business plans as well as update investors on our Future Energy and Decarbonisation strategies and our broader sustainability agenda.

Our focus areas in 2022 included:

- Continuing to showcase Ampol as having the capabilities necessary to deliver low carbon energy solutions for our customers now and into the future;
- Updates on the delivery of our future energy projects, including our 'test and learn' approach;
- Accessing sustainability-linked debt financing;
- The management of climate-related risk through in-house climate scenario modelling and the deployment of a shadow carbon price into our capital planning and investment decision making;
- How we are tracking on our operational (Scope 1 and 2) carbon emissions reduction targets;
- Our safety, environmental and community performance and the management of modern slavery risks in our supply chain;
- Our participation and role in an equitable energy transition and our plans for retaining staff as consumption of oil products declines in the longer term.

2022 Sustainability Performance

In our 2021 Sustainability Report we set annual public commitments to support the delivery of our Sustainability Strategy. We prepared a corresponding program of work to support the achievement of these commitments, with progress overseen by the Ampol Leadership Team and the Board's Safety and Sustainability Committee.

In 2022 we have made good progress against the 14 commitments we set ourselves in 2021, some of which are medium-term in nature, and therefore progress is ongoing.

 7 commitments delivered
  6 commitments in progress
  1 commitment delayed

The one initiative that has been delayed is the release of further climate disclosures aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework. We committed to release these disclosures in fourth quarter 2022, and while this work is significantly progressed, we will now be releasing these disclosures during 2023.



Ampol 2022 ESG rating performance

	'AA' rating, increasing from an 'A' rating in 2021
	Average ESG risk management score (47.2) ¹
	3/5
	Governance 2/10 ² Environment 3/10 Social 2/10
	'Comprehensive' ASX200 Sustainability Reporting

1. Sustainalytics ESG Risk Management Rating is categorised across three levels: Strong (100–50), Average (50–25) and Weak (25–0).

2. For ISS rating scores, 1 represents the highest score possible.

Sustainability Performance – Our commitment to sustainability continued

2023 – 2025 Sustainability Strategy

In 2022, we refreshed our Sustainability Strategy to align more closely to our purpose and corporate strategy, and to cover all the geographies that we operate in, including Z Energy. We have set principles that will guide our approach to sustainability, and our refreshed strategy will build on strong foundations and the commitments and targets we have already set.

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

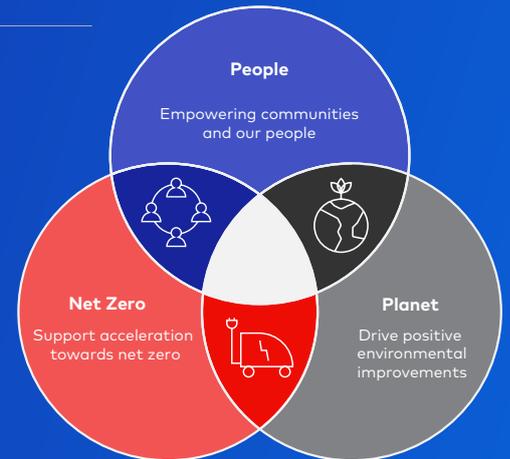
High quality and transparent communication and engagement with our stakeholders



Our sustainability pillars

We aim to leverage our scale and unique capabilities to progress across three sustainability pillars – People, Planet and Net Zero:

- **People** – Empowering communities and our people
- **Planet** – Drive positive environmental improvements
- **Net Zero** – Support acceleration towards net zero



Our focus areas

Under these three pillars we have identified five focus areas and set 2030 goals:

Wellbeing and inclusive workplaces

2030 goal

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



Indigenous partnerships

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



Supporting communities and nature

2030 goal

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



Circular economy

2030 goal

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



Decarbonisation

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



For each focus area, we have identified initiatives out to 2025 to progress our 2030 goals. The commitments we identified for 2023 are on the following page. For further information on our refreshed Sustainability Strategy, including the 2025 commitments we have set, please refer to the Ampol website.

UN Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) seek to address the most significant challenges our world is facing today by 2030. We believe that businesses have an important role to play in helping to progress these goals, and we have identified ten SDGs where we feel the Ampol Group can make the most meaningful contribution. We will continue to track the progress we make against the SDGs in our sustainability performance reporting.



2023 Sustainability commitments

<p>Wellbeing and inclusive workplaces</p> 	<ul style="list-style-type: none"> – Broaden our approach and develop an enterprise-wide Diversity and Inclusion Strategy, encompassing all areas of our business – Deliver mental health first aid training for the Ampol Leadership Team – Develop and implement gender representation targets by business and job family – Implement an employee listening tool to improve engagement with our people – Develop a leadership capability framework supported by the implementation of prioritised capability development
<p>Indigenous Partnerships</p> 	<ul style="list-style-type: none"> – Continued delivery of our Innovate-level Reconciliation Action Plan including delivery of cultural awareness training for the Ampol Leadership Team – Delivery of Te Tiriti and Te Ao Māori training across Z Energy – Increased partnership with TupūToa for Māori and Pasifika internships – Develop our commitment to Te Tiriti/Te Ao Māori
<p>Supporting communities and nature</p> 	<ul style="list-style-type: none"> – Explore B2B partnership opportunities that deliver environmental and social value – Establish environmental and social return on investment metrics to help inform decision-making – Explore an Australian community partnership to deliver biodiversity and nature positive outcomes
<p>Circular economy</p> 	<ul style="list-style-type: none"> – Develop and factor circular economy principles into procurement and contractual processes – Supply chain engagement on circular economy – Develop and deliver circular economy employee awareness and education program – Establish a circular economy data management system
<p>Decarbonisation</p> 	<ul style="list-style-type: none"> – Factor decarbonisation principles into procurement and contractual processes – Supply chain engagement on decarbonisation – Deliver a material uplift to a minimum 180 EV charge points – Release Climate Report aligned with TCFD

Sustainability Performance – People



People

Empowering communities and our people

2022 Safety performance

Fuels and Infrastructure

Safety performance is always a high priority for our Fuels and Infrastructure businesses. In 2022 we saw an increase in Total Recordable Injury Frequency Rate (TRIFR) of 4.2 (up from 1.9 in 2021) and a total of 15 recordable injuries (up from 7 in 2021). The rate of impacted days away associated with these injuries also increased by 38%. A review to find opportunities to improve these outcomes identified ways to further strengthen relevant business systems and a Contractor Safety Intervention was undertaken in the second half of 2022 for the relevant departments and has delivered improved results. Improvement initiatives have also been identified for delivery in 2023.



Fuels and Infrastructure *continued*

Process Safety

We recorded one Tier 2 process safety incident at Lytton refinery in the second half of the year, which involved the release of approx. 2,000 litres of flammable oil mixed with water via a pump vent left open whilst transferring slop oil from tank to tank. The release was safely contained within the Oily Water Separator system as per design.

Personal Safety

We also recorded one Category 2 personal injury at Cairns Terminal where a worker placed a hand in a pinch point during a crane lift resulting in a crush injury.

Safety improvement initiatives

Whilst we have seen a decline in safety performance in 2022 compared to the previous year, we have undertaken several interventions and implemented personal safety improvement initiatives to improve safety performance in 2023. Such initiatives include:

- Several proactive programs including mental health leadership training, Strains and Sprains prevention (Move for Life) and a Finish Strong campaign concentrated on identifying the hazards and risks associated with everyday tasks.
- Regular field visits by the Safety and Sustainability Committee and the Leadership team.
- Scheduled activities such as Safe System Inspections (SSIs) and Loss Prevention Observations (LPOs) identifying improvement opportunities.
- Contractor management and interventions to minimise recordable injuries when undertaking routine activities that are seen as lower risk.

Convenience Retail

Being a leader in safety culture is an important driver of our Convenience Retail strategy. In 2022, our Total Recordable Injury Frequency Rate (TRIFR) has reduced to 3.5 (from 4.6 in 2021) with a total of 27 recordable injuries throughout the year (from 34 in 2021). Pleasingly, for the second year in a row, there have been no Category 2 injuries recorded.

Improvements in our safety performance have been achieved through continued strengthening of our safety culture and strong focus on safety behaviours. Initiatives delivered include:

- A store-based program to encourage all team members to flag hazards that they identify in their workplace.
- A continual leadership approach to safety communication whereby senior managers have driven messaging regarding safety behaviours, positive safety culture and learnings around incidents and near misses. Our retail leaders have conducted 3,801 safety leadership visits to sites in 2022.
- Ongoing safe work practice communication through regular and predictable safety messaging and sharing of 'safety stories' through our updated safety black spot program.
- Continued implementation of our multi-year security framework to apply controls to higher risk sites.

Z Energy (Z)

Z Energy's commitment to the safety of employees has not wavered, with a strong operational safety record being maintained in 2022. Over the nine months to the end of December 2022, Z saw an increase in incidents of staff abuse by customers, a trend that is seen across much of New Zealand's retail sector. Z is continually redesigning workplaces to ensure staff safety at retail service station sites, including increasing video monitoring. In addition to this, there has been a spike in 'ram raids' throughout 2022 in New Zealand. In an attempt to make Z's retail service stations a 'harder target' from ram raids, Z has been working on addressing these security risks through interventions such as improving outdoor lighting, reducing hedges, installing CCTVs on potential access points, making access to stores difficult such as through bollards and strengthening automatic doors.

To find out more read Z Energy's Annual Report for the nine months to 31 December 2022, available at the end of February 2023.

People and culture

In October 2022 we sought feedback from our employees through our third consecutive annual culture survey, utilising the Ernst & Young Culture Fitness Diagnostic tool to better understand how we can accelerate our performance through our culture and the way we work.

We are pleased to see that our overall strong cultural health, which combines motivation, positivity and cultural inhibitors, was maintained over the past 12 months. Our 2022 result of 70%, is down one percentage point from 71% in 2021, and we achieved a five percentage-point increase in survey participation to 83% in 2022.

The results showed us that our people are excited to see the transformation of our culture and have great pride in working for Ampol. While some of the results varied across business areas, enterprise-wide we saw an uplift in our employees:

- Feeling connected to our strategy;
- Having pride in our purpose and values as Ampol ambassadors; and
- Receiving greater recognition with a prioritisation of wellbeing from their leaders.

Alongside these positive trends, we have identified that a focus on stronger prioritisation of work expectations as well as the continual simplification in the way we work, is critical as we navigate change with our employees and customers.

This year we also conducted regular lunch and learn sessions as an opportunity for our employees to receive more in-depth training and further information on people development. We also launched our 'Future Energy Development' talks

'FED Talks' which is an initiative built to inspire innovation and encourage curiosity through our own industry experts within the future energy team.

Both these initiatives are examples of how Ampol is helping to build awareness and skill sets as we recognise the critical role our culture plays in delivering our strategy and purpose of *Powering better journeys, today and tomorrow.*

Ampol's Wellbeing Strategy

We strengthened our Wellbeing Strategy in 2021 to deliver a more structured and coordinated approach to physical, mental and social wellbeing for our employees. Endorsed by the Ampol Leadership Team, in 2022 we introduced new leave benefits of Wellbeing Days for our employees to support our approach to wellbeing and flexibility. We also introduced a Mental Health Training plan which consisted of team members in both retail operations and the safety team completing accredited mental health first aider training. We are committed to delivering Mental Health First Aid awareness training for the Ampol Leadership Team in 2023.

We also participated this year in STEPtember, which consisted of 342 participants taking 44 million steps and raising \$20K for people living with cerebral palsy.

Z Energy's focus on wellbeing

Z is committed to providing workplaces that enable safe, productive and engaging work that enhances the physical and mental wellbeing of Z's people, partners and wider communities within Aotearoa, New Zealand. An enhanced Employee Assistance Programme was launched in 2022 to help support employee wellbeing as part of a suite of options that also extends to family members.

To find out more read Z Energy's Annual Report for the nine months to 31 December 2022, available at the end of February 2023.

Z Energy engagement score

Z has typically been in the top 5% for staff engagement globally as measured by their engagement monitoring partner Peakon. In February 2022, Z's staff engagement Net Promoter Score (NPS) peaked at 68, however, towards the end of November, it dipped back down to 57. Whilst the change in score during 2022 reflects the level of organisational change that has occurred within Z to streamline the business following the acquisition by Ampol, Z continues to strive to be a world class kiwi employer. The result is still in the top 10% globally, and reiterates the importance of actively supporting affected people throughout this process.

To find out more read Z Energy's Annual Report for the nine months to 31 December 2022, available at the end of February 2023.



Sustainability Performance – People continued

Diversity and inclusion

Our Diversity and Inclusion Council, comprising representatives from each of our business units and sponsored by our EGM, Fuel Supply Chain, provides stewardship over our Diversity and Inclusion Strategy, which focuses on:

- Gender – increasing the representation of females at Ampol including those in senior leadership roles through the building of robust talent pipelines;
- Aboriginal and Torres Strait Islanders – increasing the equitable participation of First Nations Peoples in Australian society and building a workforce that respects their long heritage and culture;
- Inclusive work practices – executing initiatives that drive inclusiveness and flexibility.

To help celebrate and create an inclusive work environment, in 2022 we recognised and celebrated many cultural days and events throughout the year, including R U OK Day, Harmony Day, International Women's Day, World Aids Day, International Day of Persons with Disabilities, National Reconciliation Week and NAIDOC Week.

Gender

To help guide our progress towards advancing gender representation, we set a goal of 40% female representation in senior leadership positions and a goal to have women hold no less than 30% of Board positions.

As at 31 December 2022, women represented 37.0% of all senior leadership positions, indicating a slight decrease from last year at 37.9%. Overall, women represent 42.3% of our workforce, female representation in Ampol's Senior Executive Team is 33% and coincidentally, female representation on the Ampol Board is also 33%.

In support of advancing gender representation, we also aim to manage our gender-based pay differential in like-for-like roles. As at 31 December 2022, our gender pay differential was 1.3% in favour of males on a like-for-like basis, which is an improvement from the pay differential of 1.4% (in favour of males) twelve months prior.

Inclusive Work Practices

Ampol continues to provide a flexible approach to the way we work to promote health and wellbeing and ensure we attract and retain talent.

Following over two years of COVID-19 impacted work practices, 2022 saw hybrid and flexible work practices become embedded as the new normal across industry. Ampol led through this with a clear framework enabling leaders and team members to navigate the most effective flexible work practices in the context of their customers, role requirements and personal circumstances.

Our approach to inclusiveness is supported by three employee working groups, with growing memberships, regular initiatives and awareness campaigns supporting the strengthening of an inclusive workplace.

Women Inspiring Fresh Ideas (WIFI)

WIFI is an internal networking group focused on empowering women at Ampol as they navigate their careers and build relationships across our integrated value chain, and externally.

WIFI celebrated its seventh year as an employee network group in 2022. The group originally named 'Women In the Fuels Industry', underwent a strategic refresh and relaunched with the new name of 'Women Inspiring Fresh Ideas'. This change was an important step and acknowledges the shift in Ampol's journey, as well as a call to action for our people to collaborate and ensure women's skills and knowledge are shared across teams and the business more broadly.

In 2022, WIFI introduced small group mentoring through the introduction of Development Circles lead by senior leaders across Ampol. The first cohort completed in November, delivering over 360 hours of mentoring and wide interest in the continuation of the Development Circles into 2023. In addition to this:

- WIFI continues to be the conduit to National Association of Women in Operations (NAWO) events, and the CEO Louise Weine was a guest speaker at an employee event held in 2022.
- The group hosted both internal and external speakers, including Ironwoman, Lana Rogers.
- Our networking reach was extended to include newly acquired Z Energy as well as colleagues based in Singapore and Houston.
- A group of high-potential female talent attended UN International Women's Day Event (pictured below).





Ampol Rainbow Alliance (ARA)

ARA is an internal networking group aiming to ensure Ampol is a safe space for all and to bring those of diverse sexualities and genders (collectively, the LGBTQ+ community), and their allies, together to learn, develop and support to achieve their full potential.

This year ARA achieved a number of key milestones in support of their purpose:

- Welcomed Minus18, a new charity partner as part of our *Fuelling Change* workplace giving program that helps to improve the lives of LGBTQ+ youth through social inclusion, advocacy, education and empowerment.
- Became a founding member and launched InterRetail, a newly established network group across some of Australia's largest retailers for LGBTQ+ retail employees and their allies.
- Implemented the 'Welcome Here' project that promotes and visibly welcomes diverse sexualities and genders into our Ampol offices.
- Continued to deliver LGBTQ+ awareness training to the Senior Executive Team, key leaders and People & Culture team members.
- Received Bronze Employer status from the Australia Workplace Equality Index (AWEI) (pictured above). AWEI is an internationally recognised national benchmarking instrument for LGBTQ+ workplace inclusion. This was Ampol's second submission, representing an 82% improvement from our first submission in 2021.

In addition to the above, we continued with our commitment to celebrating days of significance including Sydney Gay and Lesbian Mardi Gras, IDAHOBIT, Wear it Purple Day, and World AIDS Day, through events and awareness campaigns, and continue to be a proud member of Pride in Diversity, Australia's first and only not-for-profit employer support program for LGBTQ+ inclusion.



InterRetail+



Ampol Sustainability Ambassadors

This year we created an employee-led program bringing together like-minded people across our business to advocate and help guide the conversation on environmental sustainability throughout our workplaces in order to help us *power change for the better*.

Some of the initiatives delivered in 2022 included a panel discussion with two of CSIRO's Mission Leads on decarbonisation and ending plastic waste, as well as an initiative led by our Ambassadors during National Recycling Week to support the recycling of batteries, printer cartridges and soft plastics.



Ampol Sustainability Ambassadors

Diversity and inclusion at Z Energy

Z is committed to an ambitious diversity and inclusion policy and has made good progress towards targets in 2022. This has included female representation at 43%, Māori and Pasifika representation at 10%, and narrowing the gender pay gap from 4.0% to 2.49% (all of Z excluding CEO).

In 2022, Z strengthened their long-standing partnership with the TupuToa internship programme, with 25% of female employees participating in the Women Rising Leadership Programme, 50% of employees participated in training on Te Tiriti o Waitangi and received re-accreditation of their Rainbow and Gender Tick. Z Energy have seen their Rainbow Ally Network continue to grow and also launched their Māori Ally Network and Neurodiversity Ally Network. Z have also committed to Salary Transparency and increased KiwiSaver contributions for people on parental leave and working part time to support narrowing of the gender pay gap and gender retirement gap.

To find out more read Z Energy's Annual Report for the nine months to 31 December 2022, available at the end of February 2023.

Sustainability Performance – People continued

Indigenous partnerships

Delivering Ampol's second Reconciliation Action Plan (RAP)

In March 2022 we launched our second Innovate level RAP, a continuation of our journey towards reconciliation and improving outcomes for Aboriginal and Torres Strait Islander peoples. Our RAP consists of 141 commitments grouped into four themes - Relationships, Opportunities, Governance and Respect - to be completed over a two year period.

During the first six months following release, we have delivered 85% of our planned work effort. This has included formalising an Indigenous Procurement Strategy as well as engaging our leaders on Indigenous procurement opportunities. We have also completed foundational cultural awareness sessions with 200 of our top leaders and established a dedicated intranet location for staff which includes information on cultural protocols, RAP commitments and various collateral such as email signature templates.

To find out more read our second Innovate level Reconciliation Action Plan.

Z Energy's commitment to Te Ao Māori

Z has a strong commitment to Te Ao Māori – respect and acknowledgement of Māori customs and protocols. In 2022, 85 people across Z were involved in being the first cohort in an Education Perfect Te Ao Māori program, which has now become accessible to all Z employees. Te Wiki o Te Reo Māori was celebrated with conversations as part of the upcoming work to developing Z's commitment to Te Tiriti o Waitangi. In addition to this, Z has integrated tikanga practices into onboarding processes, as well as translated job titles for employees to use in their email signatures and embedded whakataukī (proverbs) across corporate offices, which highlight the rooms' purpose for each collaboration space.

To find out more read Z Energy's Annual Report for the nine months to 31 December 2022, available at the end of February 2023.



Modern slavery at Ampol

We have established a program to support our business divisions to identify the nature and severity of potential modern slavery risks, as well as our ability to influence the risk in those areas. The insights from this work are then being used to inform our approach and allow us to identify and put in place additional mitigation steps to ensure modern slavery does not form part of our business operations.

We have continued to assess supplier compliance and embedded this as a business-as-usual practice. In 2022, we set a target of 80% of our suppliers completing the Supplier Code of Conduct questionnaire and 100 verification assessments, with both delivered.

We continue to increase awareness and capability related to modern slavery internally and externally, with established working groups to foster new ideas and to identify and address issues in our operations and supply chains. Our focus remains on engaging, collaborating and working with others to address modern slavery and bring about meaningful change.

To find out more read our most recent Modern Slavery Statement.

To find out more read Z Energy's most recent Modern Slavery Statement.

In the community

Ampol Foundation

Established in 2019, the Ampol Foundation is the vehicle through which we deliver our community investment strategy. By leveraging our financial strength, our network, and our people, we aim to bring value and build capacity in the communities in which we operate in, with the focus on improving the lives of Australians.

Supported by the Ampol Leadership Team and led by a committee of employees, the Foundation focusses activities on two key social areas of need – youth education and development, and community wellbeing and safety.

Our total community investment contribution via the Ampol Foundation for 2022 was over \$4.1m, a 29% increase from 2021.

Ampol's Fuelling Change program

Fuelling Change is our Australian workplace giving program, allowing employees to make pre-tax donations to 12 charity partners, with all donations matched by Ampol. In 2022, through this program we were proud to contribute over \$290,000 to our partners, over three times the amount which was contributed in 2021.



Extending Ampol's longest running community program

In December we were proud to present Aaliah Dennison from Devonport's Don College as the national winner of our inaugural Australia's Best All Rounder competition. Aaliah is an accomplished national gymnastics competitor, an Australian Rules Football umpire and has recently been selected into the AFL's Women in Umpiring National Mentorship Program and National Indigenous Kickstart Program. She is anticipating finishing in the top 10 per cent in her final Year 12 exams and was also named Latrobe Council Young Citizen of the Year in 2021.

"Aaliah is willing to grab every opportunity and challenge herself in all of her arts, sport, cultural activities and academic pursuits, all of which she has excelled at a local, state and national level"

– John Thompson, Principal at Don College

"We are proud to be able to recognise the outstanding achievement of all our winners, in particular our first ever national winner, Aaliah Dennison. Everyone at Ampol wishes to congratulate Aaliah for this well-deserved recognition"

– Matt Halliday, Managing Director and CEO

The competition, which also recognised exceptional students in each state across the country, is an extension of our Best All Rounder Award program, which exists to recognise the all-round achievements of school leavers across the country. The program was first delivered in 1985, with the award now presented in over 2,000 schools nationally each year.

Congratulations to Aaliah and all our state winners who received grants for themselves and their schools as part of this important high school recognition program.



Z Energy's Good in the Hood program

Since 2013, Z Energy's Good in the Hood has contributed to a wide range of community organisations and initiatives that matter most within New Zealand local communities. Since the acquisition of Z in 2022, Good in the Hood has given away close to NZ\$1 million to local community groups. Having measured the impact of the program in 2022, Z will be implementing the recommended changes to improve outcomes in 2023.

To find out more read Z Energy's Annual Report for the nine months to 31 December 2022, available at the end of February 2023.

Sustainability Performance – People continued

Ampol's Fuelling Change delivers significant growth in 2022

The 2022 relaunch and refocus on our workplace giving program, Fuelling Change, has delivered strong results, with employee participation and overall contributions to our charity partners tripling over the last year.

The centrepiece of this work was the celebration of Workplace Giving Month in June, aimed at connecting employees to our 12 charity partners.

The *State of Change* campaign fostered healthy competition between our employees in New South Wales, ACT, South Australia, Victoria and Tasmania (Team Blues) and employees in Queensland, Western Australia and the Northern Territory (Team Maroons). The competition linked with Ampol's sponsorship of the Ampol State of Origin, with employees donating over the month having the chance to win travel and two tickets to the final State of Origin game in Brisbane.

The competition coincided with a Fuelling Change 'speed networking' event at our Alexandria Head Office during the month, with the event providing employees the opportunity to get to know our charity partners and make on the spot donations.

Over \$66,000 was raised across the month through employee donations and Ampol matching. Across 2022, we were proud to increase total donations to our partners through Fuelling Change to over \$290,000 with almost 500 employees now giving to charities each month. Recognition for these efforts came at the 2022 Australian Workplace Giving Awards, with Ampol winning the Gold Award for 'Best Program Relaunch' and a Bronze Award for 'Best Innovation'.



Ampol's people making a difference

Convenience Retail community engagement

In 2022 our Convenience Retail teams in Australia helped raise over \$1 million for three of our Ampol Foundation charity partners: The Sebastian Foundation, The Smith Family and Surf Life Saving Australia. The campaigns leveraged the goodwill and skill of our retail teams and the generosity of customers across Australia.

In April, over \$250,000 was raised for The Sebastian Foundation to help support the mental health of over 8,000 young Australians through their Open Parachute initiative. During November and early December, over \$400,000 was raised for Surf Life Saving Australia, with the funds going towards vital upgrades and replacement of lifesaving equipment, volunteer surf lifesavers training and public water safety education. Finally, over \$370,000 was raised for The Smith Family's Learning Clubs program during their mid-year Winter Appeal, with funds to provide access to mentoring and study support to young Australians that most need it.

Fuels and Infrastructure community engagement

In 2022, we reinvigorated our community engagement approach across Fuels and Infrastructure in Australia, adding new resources to continue to improve our relationships with communities where we operate. In addition to the ongoing support of local schools and sporting clubs near our major areas of operation, in 2022, support from Ampol ensured the continued viability and success for a number of community-led initiatives focused on youth, education, the arts and safety.

Our vision for 2023 is to be a trusted, respected and engaged member of the communities where we operate. We will continue to build lasting and positive relationships by connecting and communicating with our stakeholders openly and in an ongoing way. One focus for 2023 will be engaging and consulting with stakeholders close to our operations to demonstrate care and to seek mutually beneficial outcomes.

Singapore community engagement

In 2022, our Ampol Singapore staff coordinated a number of volunteering days and charity events for local organisations. Food from the Heart is a not-for-profit organisation based in Singapore that distributes food to those who need it. Our employees volunteered their time over two half-day sessions packing food and gift bags for low-income families, with additional funds being raised to provide monthly supplies of non-perishable food items to families in need.

Other key volunteering days included employees spending time at the AWWA Dementia Day Care Centre participating in activities with senior citizens and donations being used to help purchase white goods and the upgrading of 100 LED lights. Employees also volunteered their time in the Willing Hearts soup kitchen, which prepares about 11,000 meals daily for distribution to those in need. Finally our employees also purchased and donated Christmas presents under the "Grant a Wish 2022" Children's Wishing Well campaign, which were donated to 75 children during the holiday period.



People | 2022 Planned actions and performance³



Continue to deliver the Convenience Retail and Fuels and Infrastructure safety strategies to deliver industry top-quartile performance	Achieved	
Increase the representation of women in senior leadership roles to 40%	Progressing	
Manage our gender-based pay differential in like-for-like roles to +/- 1%	Progressing	
Implement the Ampol Wellbeing Strategy, prioritising increased workforce engagement, uplift in leadership capability and enhanced technology and networking platforms	Progressing	
Refresh Ampol's anti-bribery and anti-corruption policy	Achieved	
Continue to deliver our employee giving program, Fuelling Change, and volunteering programs for employees, targeting a 20% increase in participation levels from 2021	Achieved	
Continue to deliver community programs focused on youth education and community wellbeing and safety, including through partnerships with The Smith Family, Surf Life Saving Australia, Clontarf Foundation and Stars Foundation. Deliver a 10% increase in total community investment contribution in 2022	Achieved	
Deliver our second Innovate Reconciliation Action Plan. By December 2024, increase the employee population who identify as Aboriginal and/or Torres Strait Islander peoples (Australian workforce only) to 3%	Progressing	

2023 Priorities

Wellbeing and inclusive workplaces 	<ul style="list-style-type: none"> – Broaden our approach and develop an enterprise-wide Diversity and Inclusion Strategy, encompassing all areas of our business – Deliver mental health first aid training for the Ampol Leadership Team – Develop and implement gender representation targets by business and job family – Implement an employee listening tool to improve engagement with our people – Develop a leadership capability framework supported by the implementation of prioritised capability development
Indigenous Partnerships 	<ul style="list-style-type: none"> – Continued delivery of our Innovate-level Reconciliation Action Plan including delivery of cultural awareness training for the Ampol Leadership Team – Delivery of Te Tiriti and Te Ao Māori training across Z Energy – Increased partnership with TupuToa for Māori and Pasifika internships – Develop our commitment to Te Tiriti/Te Ao Māori

3. 2022 planned actions limited to Australian operations, while 2023 priorities are enterprise-wide and incorporate Australia, New Zealand (Z Energy) and Singapore operations.

Sustainability Performance – Planet



Planet

Drive positive environmental improvements

Environmental management

Protecting the environment is central to our social licence to operate. During 2022 we have continued the delivery of our group-wide environmental management governance framework and strategy. The objective is to align our business operations with the principles set out in the ISO14001:2015 Environment Management Systems standard and improving our performance over time. Lytton refinery is both ISO9001 and ISO14001 certified and seven of our terminal facilities across NSW, QLD and WA have ISO14001 certification. However, the management of the environmental aspects of our operations is consistent across all our operations.



2022 Environmental performance

Fuels and Infrastructure

Kurnell Terminal spill

In April 2022, as part of a 1 in 100-year rain event, the wastewater separators at our Kurnell Terminal in NSW overflowed, causing 9,200 litres of hydrocarbons mixed with stormwater to be released into the community. Ampol accepted responsibility for the spill and apologised to the Kurnell community for the significant impact caused. We are committed to continuous improvement and building trust in the Kurnell community.

This incident was classified as a Category 3 severity environmental incident. The initial clean-up and remediation work following the event was completed in June 2022. We also performed an investigation following the incident, which identified that our wastewater and associated systems were working, however the combination of a significant rainfall event (a 1 in 100-year storm), high ground water levels following significant ongoing rainfall in Sydney and a peak high-tide resulted in the overflow.

Following the incident, our Kurnell stormwater system has been modified, allowing for larger volumes of stormwater to be diverted and better segregation of stormwater and wastewater. In addition, the findings from our investigation have been shared with the Kurnell community and we have since appointed a Community Engagement Manager based in Kurnell to improve ongoing engagement and communication, including around ongoing operations. In late 2022, we also launched an Ampol Kurnell Community Fund to contribute grants to needed community projects. We continue to hold ongoing engagements with regulators including the NSW Environmental Protection Authority regarding this matter.

Access to our Kurnell community updates, which document the event and our response, can be found at

www.ampol.com.au

Newcastle Terminal contamination

In November the NSW EPA made the decision to extend and declare the whole of our Newcastle Terminal as significantly contaminated land due to historic spills. This followed earlier declarations and notifications in 2016 and 2019 regarding contamination in the southern part of the terminal, which is being managed through an ongoing remediation action plan.

We continue to work with the NSW EPA, with notifications to the local community completed with a commitment to continue to update local stakeholders as further works are delivered. This includes further investigative works by an independent environmental contractor, who will also perform any required clean up and remediation activities. An ongoing monitoring program will also be established to ensure there are no community impacts.

PFAS transition

Per- and poly-fluorinated alkyl substances (PFAS) are manufactured chemicals used to make products resistant to heat, stains, grease and water and are used in a variety of applications such as in firefighting foams. These chemicals can have a negative impact on the natural environment since they are persistent over time and can accumulate. We are required by law to maintain firefighting capability and resources at our facilities to safely contain a fire in the unlikely event one should occur.

There are several regulatory requirements to replace PFAS firefighting foam with environmentally non-persistent alternatives. Queensland was one of the first states to change legislation, where we have prioritised the transition of firefighting foam and up until the end of 2022 have successfully transitioned more than 148,000 litres of stock, with a further 58,000 litres still to be transitioned. Our aim is to be fully transitioned in Queensland by 2024. We will also commence the transition to PFAS-free firefighting foams in New South Wales in 2023 in accordance with compliance requirements.

Convenience Retail

Convenience Retail has continued to deliver its Underground Petroleum Storage System (UPSS) Risk Reduction Program, including delivering improvement opportunities to proactively manage risk. We have commenced trialling a tank lining solution over a full UPSS tank replacement as an alternative to tank replacement on some sites. In 2022 we also performed a comprehensive review of our company-owned retail network to ensure adequate oversight of environmental risks, as well as supporting our employees to maintaining UPSS asset integrity.

Pleasingly, we had no Category 2 or 3 environmental incidents in 2022.

Water management

It is critical for us to effectively manage water usage across our facilities, in particular our facilities that require a high volume of water for operational purposes. Lytton refinery continues to be our biggest water user, comprising 85% of our overall consumption in 2022. The majority of water used at the refinery is recycled from an external wastewater treatment plant located close to our facility (41%) or reused condensate to generate steam (25%). Both these measures help to minimise our draw on potable water.

Waste minimisation

Fuels and Infrastructure

Waste within our Fuels and Infrastructure business is predominantly hazardous and has limited options to be recycled or repurposed. Remediation works are continuing at Kurnell, treating legacy soil contamination connected to previous refinery operations on the site. As a result of these remediation activities, 17,101 tonnes of hazardous waste were sent to landfill in 2022. As we remediate our sites, we will continue to comply with state and federal regulations regarding the treatment of hazardous waste.

Convenience Retail

We are always looking for ways to continually evolve and adopt a circular economy approach across our Convenience Retail business to reduce resource use and waste ending up in landfill. In 2022 we continued to implement a range of waste minimisation initiatives, including removing products from stores with higher waste volumes, trialling the Western Australian Return Recycle Renew (WARRRL) Containers for Change program in a number of Perth locations, installing used clothes collection bins in our forecourts at selected sites in the Sydney metropolitan area, and commencing a short trial with WIRES to collect used fresh food produce for sick, injured and orphaned animals in care.

Sustainability Performance – Planet continued

WIRES food donation trial

We delivered a 12-week trial program in partnership with WIRES to rescue and donate fresh produce items at six selected Ampol Woolworths MetroGo locations in Victoria and NSW that otherwise would have been sent to landfill. WIRES is Australia’s largest wildlife rescue organisation; and their Food for Wildlife program uses donated fresh produce to help support and feed wildlife in care. This has been a test and learn approach for both of us to understand the logistics and mutual benefits in achieving our common goal of diverting food waste from landfill.



Containers for Change

Towards the end of 2021, we partnered with the not-for-profit organisation Western Australia Return Recycle Renew (WARRRL) to implement a trial at six of our Ampol retail locations in Perth through their Containers for Change program. The program allows for customers to dispose of recyclable drink containers with a 10c reimbursement mark on them in labelled bins we have set up in our forecourts, with all funds from the 10c reimbursements being donated to The Sebastian Foundation. The program has helped avoid over 12,000 containers from ending up in landfill, and in 2023 we will be looking at options to expand the program across all Ampol locations in Perth.



E-Thread

In 2022, we began a partnership with E-Thread, a family-owned Australian organisation that offers a nationwide solution to help tackle the social and environmental implications of used and unwanted clothing. Their tailored garment recovery program redirects unwanted clothing from landfill by either upcycling and issuing them to local and global communities or to social charitable enterprises. Some garments that are unable to be upcycled, are repurposed into rags. Since April 2022, we have diverted up to 36,339 kg of unwanted clothing from landfill via bins located in eight of our Sydney metropolitan retail locations.

36,339kg

of unwanted clothing diverted from landfill

Z Energy’s Trees that Count partnership

In 2022, Z committed to a \$500,000 three-year investment partnership with Trees That Count, a New Zealand based conservation charity that plants native trees across the country. Z has supported 76 community planting groups through Trees That Count since 2017. This new partnership will help to contribute to a science and research project to support the acceleration of indigenous biodiversity, focusing on experimenting with the use of seed islands and nursery crops.

To find out more read Z Energy’s Annual Report for the nine months to 31 December 2022, available at the end of February 2023.





Planet | 2022 Planned actions and performance⁴

Trial initiatives to reduce waste going to landfill from our Retail network including container recycling, food donation and sustainable packaging solutions

Achieved



2023 Priorities

Supporting communities and nature



- Explore B2B partnership opportunities that deliver environmental and social value
- Establish environmental and social return on investment metrics to help inform decision-making
- Explore an Australian community partnership to deliver conservation, biodiversity and nature positive outcomes

Circular economy



- Develop and factor circular economy principles into procurement and contractual processes
- Supply chain engagement on circular economy
- Develop and deliver circular economy employee awareness and education program
- Establish circular economy data management system

4. 2022 planned actions limited to Australian operations, while 2023 priorities are enterprise-wide and incorporate Australian, New Zealand (Z Energy) and Singapore operations.

Sustainability Performance – Net Zero



Net Zero

Support acceleration
towards net zero

Decarbonising our emissions across our operations

Our Decarbonisation strategy was developed to address the emissions associated with our operations (Scope 1 & 2), together with Scope 3 emissions associated with our supply chain and customers' combustion of Ampol products. The strategy sets an ambition to reach net zero emissions on an absolute basis across Australian operations by 2040, with operational emissions reduction targets consistent with this objective for 2025 and 2030.

To find out more read our Decarbonisation strategy [here](#).

Fuels and Infrastructure

Lytton refinery accounts for 98.9% of our Scope 1 emissions. While our forecasting and modelling sees Australian liquid fuels demand continuing beyond 2030, we recognise there is a need to improve the operations of the refinery to meet our progressive improvement targets toward our decarbonisation ambition of reaching net zero operational emissions by 2040.

In 2022, we deployed a software tool enabling us to better monitor and identify when maintenance and cleaning of the crude unit pre-heat exchanger needs to be carried out. The software tool also aids with the management of fouling, the build-up of unwanted material deposits, and the associated energy loss. In early 2023, we will be able to fully understand the impact the software system is having on efficiency improvements and subsequent emissions reductions.

Other process efficiency projects that have progressed in 2022 but are at different stages of implementation and completion, include the replacement of economisers on two boilers, as well as the reconfiguration of the prefractionator tower (a distillation tower) in the feed section of the reformer unit. Both these projects have a target completion date of 2024.

For Distribution, our two Western Australian Terminal facilities Albany and Kalgoorlie were captured in our renewable energy procurement contract with Alinta Energy and delivered in 2022 as a renewable energy strategy initiative.

In 2023 we will increase our focus on a supportive decarbonisation culture and are putting in place a dedicated role to deliver on all aspects of our program. This will include further education and awareness programs so that our people understand how decarbonisation relates to their role.

Convenience Retail

Our retail operations accounted for 39.9% of our overall location-based Scope 2 emissions in FY2022. In 2022, we conducted an energy audit of 12 retail locations to help us measure usage and better understand and identify energy savings opportunities. From this, we piloted LED lighting upgrades in seventeen NSW, Victoria, Queensland, South Australia and Western Australia locations to test and learn an optimal approach. The results of the pilot have demonstrated benefits in a number of locations and deployment has begun across additional sites in Victoria and NSW as a priority in 2023 before reviewing for further applicability across the country in 2024.

In addition to switching to LED lights, we have conducted a culture diagnostic survey of our retail team members to help us understand energy efficiency behaviour. From this we developed a strategy and rolled out a plan for our retail staff members, focusing on encouraging behavioural changes, such as switching off lights when not in use, maintaining air-conditioning temperatures, and installation of technologies like sensors to automatically turn off and on canopy and amenities lights.

Commencing in 2023, we will begin the installation of solar panels at ~50kW capacity per site at 99 of our retail locations that will align with our AmpCharge EV fast-charging infrastructure rollout.

Supporting our customers and positioning for the transition to a low carbon future

The energy transition presents an opportunity for the business to evolve with our customers as their energy needs change.

Our future energy strategy pursues the opportunities arising from the energy transition that leverage our core assets and capabilities to establish an attractive position in new energy products and services. By the end of 2023 Ampol will have invested up to \$15 million in developing and preparing a suite of future energy initiatives, while also building a team of experts to guide our approach. This includes low emissions opportunities within electrification, hydrogen and other new products and solutions, as well as collaborating with a range of partners to develop and deliver low emission solutions for our customers.

To find out more read our future energy strategy [here](#).

Electric vehicles and the launch of AmpCharge

We believe battery electric vehicles (EVs) will play a critical role in helping our customers decarbonise and in cutting emissions in the transport sector. EV charging services are a natural extension of our transport product offerings, and we believe we have a strong role to play in supporting the uptake of EVs in Australia.

In 2022, we unveiled our EV charging solution, AmpCharge. Our vision for AmpCharge is to be the market leading e-mobility brand in Australia by providing energy for any vehicle our customers drive, anytime they want it, where they need it.

Our first AmpCharge locations were opened in five sites across the country – Alexandria in Sydney NSW, Carseldine in Queensland, Northmead in NSW, Altona North in Victoria and Belmont in Western Australia. All of these locations acted as test and learn pilot sites and we look forward to expanding the rollout of this program in 2023.

More information can be found in the future energy operations report section of this report.

Z Energy expanding its EV charging rollout

Z is rapidly expanding its EV charging network to meet the forecast demand of electric vehicles sales in New Zealand over the coming years. In November 2022, Z Energy announced a partnership with EV technology company Red Phase to introduce the first super high-speed EV charging station at Z's Waiouru retail service station site. This demonstration project is expected to be a 'test and learn' approach as to whether there is a commercial opportunity across other parts of Z's network to utilise this technology in areas that have electricity supply constraints.

To find out more read Z Energy's Annual Report for the nine months to 31 December 2022, available at the end of February 2023.

AmpCharge powers the TOCEVA racing team

In 2022 we announced our naming rights sponsorship of the TOCEVA Racing Team. TOCEVA, the 'Tesla Owners Club Electric Vehicle Association Australia', entered the only Electric Vehicle rally car in the 2022 Perth to Sydney Marathon, which began in Perth's Wellington Square on 28 October and arrived at Warwick Farm in Sydney ten days later on 6 November. The event helped drive excitement and further interest in battery electric vehicles with the AmpCharge branding being front and centre on the TOCEVA rally car.

To enable this achievement, a dedicated team of volunteers helped to deploy two mobile charging trucks, one with an 80kw EV charger and the other with a 100kw charger, that travelled alongside the rally car to allow for recharging when required – both chargers were also powered by used cooking oil.

Jon Edwards, TOCEVA Racing Team manager, said the Ampol sponsorship helped ensure the team was prepared to deliver their best during the ten-day event. He said "We are taking on an unprecedented challenge crossing the country in an EV navigating some very remote gravel roads competing in a field of nearly 80 conventionally fuelled rally cars. We are pleased to be promoting the Ampol AmpCharge brand which fits perfectly with our EV racing ambitions and desire to be part of the energy transition."

This sponsorship reflects our long connection with Australian motorsport and our transition to support the uptake of battery electric vehicles across Australia.



Sustainability Performance – Net Zero continued

Hydrogen

We believe that hydrogen has an important role to play in the future energy mix and in the decarbonisation of Australia's transport sector. For hydrogen to become a mainstream option for the fuel user of the future, users will need to have confidence that hydrogen supply is safe, reliable, and convenient, as well as supported by a network of refuelling infrastructure that is close to where it will be needed.

Our strategically located fuels infrastructure, including retail, manufacturing and distribution assets, put Ampol in a unique position to contribute as the hydrogen industry further develops in the years ahead.

Expansion of Ampol Carbon Neutral program

In 2022 we announced as a future energy Initiative the expansion of our Climate Active certified carbon neutral program to all our business-to-business customers.

We continue to acknowledge that this is an interim solution and small step that forms just one part of our future energy portfolio of options we are building for our customers to assist them on their decarbonisation journey, more notably when purchasing our tradition fuel products this coming decade whilst lower carbon alternatives scale.

Our portfolio of projects consists of international and Australian nature-based solutions including Human Induced Regeneration (HIR) and Avoided Deforestation (AD) projects. The program is also certified under the Climate Active Carbon Neutral Standard.

Next Generation Fuels

In 2022, we started exploring further strategic options towards becoming a leader in alternative next generation fuels as a way to help assist our customers with their decarbonisation goals. This includes looking at the sourcing, distribution, sales and potential manufacturing of alternative fuels such as renewable diesel and Sustainable Aviation Fuel (SAF).

We have employed a small team of experts to further build out our strategy. As part of this, in 2022 we became a key industry collaborator in the Climate Leaders Coalitions (CLC) 'FlyCo' proof of concept as part of their Scope 3 Roadmap published in November, which looks at addressing scope 3 emissions within the SAF value chain that aligns with a 1.5°C scenario.

Endua

In May 2021, we announced our partnership with Endua, an early-stage Australian developer of hydrogen-based microgeneration and storage technology. Last year's focus for Ampol and Endua was on design workshops, experiments on fluid flow and materials corrosion, and building and testing an electrolyser based on CSIRO's design fundamentals. At the start of 2022, the team has

produced a scalable electrolyser design and consequently have been laying the groundwork for what will be Endua's initial sales pipeline. In 2022 the team also conducted further electrolyser testing by automating their test rig and enhancing their in-house manufacturing capabilities. As we move into 2023, work will continue with plans to build Endua's first demonstrator plant.





Net Zero | 2022 Planned actions and performance⁵

Execute Energy Management Plans including delivering energy and process efficiency trials to test if suitable for broader application	Achieved	✓
Rollout rooftop solar panels across our Retail network in conjunction with EV charging station installation	Progressing	→
Deliver our Future Energy Plan including ARENA EV charging rollout, small-scale energy retailing and development of biofuels strategy <i>Our energy retailing trial was delivered for a group of Ampol employees</i>	Progressing	→
Release of further climate disclosures aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework in Q4 2022 <i>We committed to release these disclosures in Q4 2022, and while this work is significantly progressed, we will now be releasing in 2023</i>	Delayed	⊘
Continued climate change advocacy including through our Australian Climate Leader Coalition membership	Achieved	✓

2023 Priorities

Decarbonisation



- Factor decarbonisation principles into procurement and contractual processes
- Supply chain engagement on decarbonisation
- Deliver a material uplift to a minimum 180 EV charge points
- Release Climate Report aligned with TCFD

5. 2022 planned actions limited to Australian operations, while 2023 priorities are enterprise-wide and incorporate Australia, New Zealand (Z Energy) and Singapore operations.

Sustainability Data

2022 sustainability performance data included in Ampol's 2022 Annual Report excludes Z Energy. In 2023 we will look to integrate Ampol and Z Energy's sustainability data. For Z Energy's 2022 sustainability performance data please refer to Z Energy's Annual Report for the nine months to 31 December 2022, available at the end of February 2023.

	2018	2019	2020	2021	2022
People					
Employee headcount ⁽¹⁾	6,629	7,644	8,127	8,381	8,790
Permanent full-time	2,453	2,491	2,350	2,417	2,549
Permanent part-time	2,254	3,183	2,128	1,505	1,076
Fixed-term contract full-time employees	66	51	52	51	61
Fixed-term contract part-time employees	66	5	4	20	17
Casual employees	1,790	1,914	3,593	4,388	5,087
Female representation at leadership level (%)	34.4	37.4	37.7	37.9	37.0
Overall female representation (%)	40.7	42.6	42.8	41.9	42.3
Gender-based pay differences (%)	1.1	0.4	1.8	1.4	1.3
Cultural health score (%)	n/a	n/a	63	71	70
Voluntary turnover (%)	23	27	17	20	21
Total community investment (\$m) ⁽²⁾	2.36	2.48	2.47	3.17	4.10
Community complaints	32	62	34	27	90 ⁽³⁾
Total Recordable Injuries					
Fuels and Infrastructure	32	42	17	7	15
Convenience Retail	52	93	66	34	27
Category 2 Severity Injuries					
Fuels and Infrastructure	1	1	0	1	1
Convenience Retail	1	0	1	0	0
Total Recordable Injury Frequency Rate⁽⁴⁾					
Fuels and Infrastructure	7.7	10.7	4.6	1.9	4.2
Convenience Retail	10.4	14.0	10.1	4.6	3.5
Days Away from Work Injury Frequency Rate⁽⁵⁾					
Fuels and Infrastructure	1.5	3.8	1.1	0.8	1.1
Convenience Retail	2.8	7.8	4.8	2.4	1.8
Fatalities	0	0	0	0	0
Process Safety⁽⁶⁾					
Tier One Safety event	1	0	0	0	0
Tier Two Safety event	1	2	1	3	1
Planet					
Major Spills (Vol (l) >=8,000L)	0	0	0	0	1
Minor Spills (160 < Vol (l) <8,000L)	5	5	4	8	9
Marine Spills (Any quantity)	0	2	0	1	2
Category 2 Severity Environmental Incident ⁽⁷⁾	n/a	n/a	0	1	0
Category 3 Severity Environmental Incident ⁽⁸⁾	n/a	n/a	1	0	1
Water use⁽⁹⁾					
Potable water use – excluding Lytton refinery (kL) ⁽¹⁰⁾	n/a	484,226	534,049	460,551	550,468
Potable water use – Lytton refinery (kL)	n/a	680,172	612,933	733,580	1,080,392 ⁽¹¹⁾
Recycled water (purchased) + reused (refinery condensate) – Lytton refinery (kL)	n/a	1,925,239	1,342,376	2,081,600	2,135,403

(1) Employee headcount excludes Z Energy.

(2) Total community investment includes cash donations, funds raised from customers in our retail network, in-kind support (including provision of fuel products), employee contributions, volunteering hours and management fees.

(3) Increase in Community Complaints is in relation to the April 2022 Kurnell incident with 51 recorded in April and May.

(4) Total number of occupational injuries per one million hours worked. Occupational injuries include an injury requiring days away from work, restrictions in the work performed or medical treatment.

(5) Total number of days away from work per one million hours worked. Days away from work is defined as the number of days a worker is certified by a physician to be unfit to perform normal duties, starting from the day after the incident occurred.

(6) A process safety incident is an unplanned or controlled loss of primary containment or any material including non-toxic and non-flammable materials from a process or an undesired event or condition. Process safety events are classified as Tier 1 of greatest consequence or Tier 2 of lesser consequence.

(7) Category 2 severity environmental incidents resulting in three months or more remediation effort. Capturing and reporting of environmental incidents commenced in 2020.

(8) Category 3 severity environmental incidents resulting in three months or more remediation effort. Capturing and reporting of environmental incidents commenced in 2020.

	2018	2019	2020	2021	2022
Waste volumes⁽¹²⁾					
Fuels and Infrastructure					
Recycled or reused hazardous waste – liquids (kL)	n/a	3,695	3,002	3,096	4,248
Landfill hazardous waste – liquids (kL)	n/a	4,570	4,567	4,389	4,269
Recycled or reused hazardous waste – solids (tonnes)	n/a	13,564 ⁽¹³⁾	1,490	0	114
Landfill hazardous waste – solids (tonnes)	n/a	5,528	2,705	22,023 ⁽¹⁴⁾	17,101
Convenience Retail					
Recycled or reused waste – solids (tonnes)	n/a	1,752	1,745	1,727	1,874
Landfill waste – solids (tonnes)	n/a	6,254	5,673	5,227	4,021
Total air pollutants – Lytton refinery (tonnes)					
CO	3,991	5,819	3,699	4,004	6,402
SO ₂	5,987	5,933	3,650	5,907	5,758
VOC	890	1,059	818	905	1,019
NO _x	941	888	574	979	980
PM	497	538	369	464	442
Net Zero					
Total energy consumed (GJ)⁽¹⁵⁾	252,861,147	234,439,503	192,039,943	180,890,934	244,007,682
<i>Lytton refinery (excluding lubricants) (GJ)</i>	<i>249,460,789</i>	<i>231,137,212</i>	<i>189,411,300</i>	<i>178,025,514⁽¹⁶⁾</i>	<i>241,683,136</i>
<i>Terminals, lubricants and others (GJ)</i>	<i>3,153,282</i>	<i>2,963,596</i>	<i>2,231,713</i>	<i>2,398,319</i>	<i>1,866,362</i>
<i>Convenience Retail (GJ)</i>	<i>247,076</i>	<i>338,695</i>	<i>396,930</i>	<i>467,101</i>	<i>458,184</i>
Energy Intensity Index ⁽¹⁷⁾ – Lytton refinery	99.2	102.4	101.4	95.9	99.9
Scope 1 (tCO₂e)⁽¹⁸⁾	739,832	673,668	576,611	551,804	727,358
<i>Lytton refinery (excluding Lubricants)</i>	<i>710,677</i>	<i>646,846</i>	<i>561,618</i>	<i>539,067</i>	<i>717,291</i>
<i>Terminals, lubricants and others</i>	<i>29,155</i>	<i>26,822</i>	<i>14,993</i>	<i>12,737</i>	<i>10,067</i>
Scope 2 (tCO₂e)⁽¹⁹⁾	210,821	230,539	222,097	231,720	243,247
<i>Lytton refinery (excluding Lubricants)</i>	<i>122,086</i>	<i>117,603</i>	<i>104,591</i>	<i>104,105</i>	<i>126,091</i>
<i>Terminals, lubricants and others</i>	<i>33,054</i>	<i>37,062</i>	<i>29,582</i>	<i>25,239</i>	<i>25,703</i>
<i>Convenience Retail⁽²⁰⁾</i>	<i>55,681</i>	<i>75,874</i>	<i>87,924</i>	<i>102,376</i>	<i>91,453⁽²¹⁾</i>
Total Scope 1 & 2 (tCO₂e)	950,653	904,207	798,708	783,524	970,605
Scope 3 (tCO₂e)⁽²²⁾	n/a	41,116,116	38,234,452	34,946,531⁽²³⁾	32,031,963⁽²⁴⁾
Emissions Performance					
Total Emissions (Scope 1 and 2) per kL of Total High Value Product, Lytton refinery (tCO ₂ e/kL)	n/a	0.1366	0.1426	0.1486	0.1428 ^{(18),(19),(25)}
Total Emissions (Scope 1 and 2) per Total Fuel Throughput, Terminals (tCO ₂ e/kL)	n/a	0.0019	0.0015	0.0025	0.0024 ^{(18),(19),(26)}

(9) Capturing and reporting water use commenced in 2019.

(10) Potable water outside of Lytton refinery is an aggregate estimate based off our largest facilities.

(11) 2022 increase in potable water use at Lytton refinery attributed to strong production and occasional operational issues requiring additional water.

(12) Capturing and reporting waste volumes commenced in 2019.

(13) Waste was sent to VIC which had the potential to be reused.

(14) 21,239 tonnes of hazardous waste is attributed to remediated soil waste at Kurnell NSW. Due to NSW EPA compliance requirements, our hazardous waste could not be recycled or reused, so was subsequently treated and sent to landfill.

(15) Energy figures (GJ) are calculated between 1 July to 30 June.

(16) Reduced energy consumption for Lytton refinery is related to the impacts of COVID-19 on production volumes.

(17) Data is based on Solomon Associates Energy Intensity Index 2010 methodology.

(18) Scope 1 (tCO₂e) figures are calculated between 1 July to 30 June. Scope 1 and 2 emissions are calculated in accordance with the Australian National Greenhouse and Energy Reporting Determination 2008.

(19) Scope 2 (tCO₂e) figures are calculated between 1 July to 30 June.

(20) There are no material Scope 1 emissions for the Convenience Retail business.

(21) 2022 metric also takes into account market-based methods of emission reductions through a renewable energy procurement contract.

(22) 2019, 2020 and 2021 Scope 3 emissions are associated with the downstream activity of combustion of sold products in Australia and New Zealand only. Scope 3 emissions are calculated by an independent consultant to meet Climate Active requirements and are peer reviewed.

(23) 2020 was the first year we collected and reported Scope 3. The figure was 1 January 2019 to 31 December 2019 and was selected as it was most representative of a year of regular operations and a requirement to calculate a baseline for our Climate Active certification. In our 2020 Sustainability Report we did not specify that it was 2019 data.

(24) Due to data confidentiality in relation to the acquisition of Z Energy and the sale of Gull New Zealand in May, 2022 Scope 3 emissions are associated with the downstream activity of combustion of sold products in Australia only.

(25) 2022 intensity metric is for our Lytton refinery facility only (excludes the Lubricants facility).

(26) 2022 intensity metric is for our three largest Terminal facilities; Kurnell NSW, Banksmeadow NSW and Newport VIC.



Independent Limited Assurance Report to the Directors of Ampol Limited

Conclusion

Based on the evidence we obtained from the procedures performed, we are not aware of any material misstatements in the Selected Sustainability Information which has been prepared by Ampol Limited in accordance with Ampol policies, procedures, and methodologies (the Criteria) for the reporting period 1 January 2022 to 31 December 2022 (except where otherwise stated).

Information Subject to Assurance

The Selected Sustainability Information, as presented in the Ampol Limited 2022 Annual Report and available on the Ampol Limited website, comprised the following:

Selected Sustainability Information	Value Assured
Total Recordable Injuries (TRI) (number) - Fuel and Infrastructure	15
Total Recordable Injuries (TRI) (number) - Convenience Retail	27
Total Recordable Injuries Frequency Rate (TRIFR) - Fuels and Infrastructure	4.2
Total Recordable Injuries Frequency Rate (TRIFR) - Convenience Retail	3.5
Days Away from Work Injury Frequency Rate (DAWIFR) - Fuels and Infrastructure	1.1
Days Away from Work Injury Frequency Rate (DAWIFR) - Convenience Retail	1.8
Tier One Safety Event (number)	0
Tier Two Safety Event (number)	1
GHG Emissions Scope 1 (tCO ₂ e) – 1 July 2021 to 30 June 2022	727,358
GHG Emissions Scope 2 (tCO ₂ e) – 1 July 2021 to 30 June 2022	243,247
Total Emissions (Scope 1 and 2) per kL of Total Fuel Throughput, Terminals (tCO ₂ e/kL) - 1 July 2021 to 30 June 2022	0.0024
Total Emissions (Scope 1 and 2) Convenience Retail (tCO ₂ e) - 1 July 2021 to 30 June 2022	91,453
Total Emissions (Scope 1 and 2) per kL of Total High Value Product, Lytton Refinery (tCO ₂ e/kL) - 1 July 2021 to 30 June 2022	0.1428
≥ \$15m Future Energy Investment Made	Yes
Fuels and Infrastructure – one or more Renewable Energy Strategy Initiatives Delivered	Yes
Convenience Retail – Successful Completion of energy management Tranche 1 initiatives at select retail sites across the Convenience Retail Business	Yes
100% of the energy used for ARENA-funded EV charging stations offset with renewable energy certificates	Yes
12 EV Charge Points operated or controlled by Ampol Group by 31 December 2022.	12
At least one (1) Future Energy Initiative has been delivered in the period	Yes

KPMG, an Australian partnership and a member firm of the KPMG global organisation of independent member firms affiliated with KPMG International Limited, a private English company limited by guarantee. All rights reserved. The KPMG name and logo are trademarks used under license by the independent member firms of the KPMG global organisation. Liability limited by a scheme approved under Professional Standards Legislation.



Criteria Used as the Basis of Reporting

The criteria used in relation to the Sustainability Information presented in Ampol Limited Annual Report are Ampol policies, procedures, and methodologies as documented in Ampol Limited's Bases of Preparation (the Criteria).

Basis for Conclusion

We conducted our work in accordance with the Australian Standard on Assurance Engagements ASAE 3000 and ASAE 3410 Assurance Engagements on Greenhouse Gas Statements (Standards). In accordance with the Standards, we have:

- used our professional judgement to plan and perform the engagement to obtain limited assurance that we are not aware of any material misstatements in the information subject to assurance, whether due to fraud or error;
- considered relevant internal controls when designing our assurance procedures, however we do not express a conclusion on their effectiveness; and
- ensured that the engagement team possess the appropriate knowledge, skills and professional competencies.

Summary of Procedures Performed

Our limited assurance conclusion is based on the evidence obtained from performing the following procedures:

- enquiries with relevant Ampol Limited personnel to understand the internal controls, governance structure and reporting process of the information subject to assurance;
- reviews of relevant documentation including the 2022 Ampol Sustainability Report Limited Assurance Basis of Preparation and the Sustainability Linked Loan Principles by the Asia Pacific Loan Markets Association and Loan Markets Association Framework;
- analytical procedures over the information subject to assurance;
- interviews with Corporate Head Office (Sydney) and Lytton refinery;
- walkthroughs of the information subject to assurance to source documentation on a sample basis;
- evaluating the appropriateness of the criteria with respect to the information subject to assurance; and
- reviewed the Sustainability Information in the Annual Report in its entirety for consistency with our overall knowledge of the assurance engagement.

How the Standard Defines Limited Assurance and Material Misstatement

The procedures performed in a limited assurance engagement vary in nature and timing and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Misstatements, including omissions, are considered material if, individually or in the aggregate, they could reasonably be expected to influence relevant decisions of the Directors of Ampol Limited.



Use of this Assurance Report

This report has been prepared for the Directors of Ampol Limited for the purpose of providing an assurance conclusion on the information subject to assurance and may not be suitable for another purpose. We disclaim any assumption of responsibility for any reliance on this report, to any person other than the Directors of Ampol Limited or for any other purpose than that for which it was prepared.

Management's responsibility

Management are responsible for:

- determining that the criteria is appropriate to meet their needs and the needs of their stakeholders;
- preparing and presenting the information subject to assurance in accordance with the criteria; and
- establishing internal controls that enable the preparation and presentation of the information subject to assurance that is free from material misstatement, whether due to fraud or error.

Our Responsibility

Our responsibility is to perform a limited assurance engagement in relation to the information subject to assurance for the reporting period 1 January 2022 to 31 December 2022 (except where otherwise stated), and to issue an assurance report that includes our conclusion.

Our Independence and Quality Control

We have complied with our independence and other relevant ethical requirements of the *Code of Ethics for Professional Accountants (including Independence Standards)* issued by the Australian Professional and Ethical Standards Board, and complied with the applicable requirements of Australian Standard on Quality Management 1 to design, implement and operate a system of quality management.

KPMG

20 February 2023

