

Welcome to The Ampol Infrastructure Team





Powering better journeys,
today and tomorrow



Why we're Ampol Proud

We'd like to invite you to learn more about the **Ampol Infrastructure** business, the operational heart of our great Australian company.

If you're here, it's because you have just joined our great company, or are thinking about taking the leap to become one of the 1,000 people currently working in the largest Fuel Supply Chain in Australia.

Let us tell you more about why we're proud to work here, what to expect once you get started and what we're setting out to achieve together.

Who we are



Ampol has been proudly fuelling Australia since 1900. From humble beginnings, through 120 years of growth and change, we're Australia's leader in transportation fuels supplying the country's largest petrol and convenience network.

We are an independent Trans-Tasman energy company, with trading offices across the globe, which are united behind the shared commitment of 'powering better journeys, today and tomorrow'. While many of the challenges and opportunities we face go beyond national boundaries, together we have the scale, influence, and capability to deliver for our customers, communities, and our people. With over 9,300 employees across the globe, you'll be joining a great Australian organisation who has proudly kept Australia moving for over 100 years and will continue to keep us moving for 100 more.

Over **9,300** employees across the globe.



Ampol Infrastructure

Infrastructure is an essential part of Ampol's success and growth.

We are the operational heart of the business, responsible for the refinement and distribution of petrol and petroleum products. Our operations span the country and working with us will provide you with the opportunity to meet a diverse team of experts who help make Ampol the energy leader it is today.

It's not lost on any of us that we're responsible for securing the fuel and energy needs of Australia, today and tomorrow. We are guided by a clear purpose: powering better journeys, today and tomorrow.

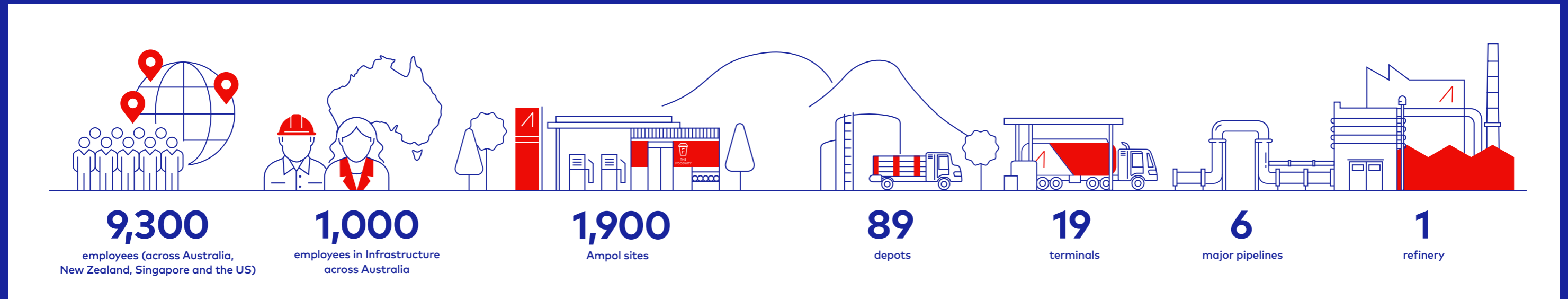
This purpose reflects our commitment to delivering value for our customers and our people now, through

safe, reliable, and competitive operations. As we look to the future, we will continue to innovate through new energy and fuel solutions to deliver on powering better journeys, today and tomorrow.

What sets us apart in Infrastructure is we're a community that really has each other's back. It's no small job being responsible for securing the fuel needs of Australia and we can only achieve that through a supportive, collaborative, and innovative work environment.

Our scale reflects the scale of our impact, and what it takes to reliably keep Australia moving.

We're supported by:



Our values

Our values lead the way in helping to make Ampol a great place to work, learn and lead.



Connect to win

We collaborate as an integrated business to drive growth.



Find new ways

We innovate to deliver positive outcomes.



Own it

We make bold decisions and are accountable for the outcomes.



Never stop caring

We keep safety first and make a positive contribution to those around us.



Make a difference for customers

We are connected to our customers and solve their changing needs.

With these values we hold ourselves and each other to account to **deliver the best** for our teams and our customers.

What we stand for



Our industry is dynamic, undergoing great change and innovation. In a world that is changing around us, it's important to not just be a part of the change but working together to change the game.

Here are the key areas where we stand up for being a game changer, a leader in our industry and beyond.

- / Safety and wellbeing
- / Diversity, Respect, and Inclusion
- / Sustainability
- / Community
- / Operating Excellence

Safety & Wellbeing

We stand for a safe work environment where the physical and mental well-being of all our employees, partners, and the wider community enhances their lives.

- / Wellbeing means that our people are physically and emotionally healthy and feel safe in the work they're doing.
- / Our wellbeing framework and support structures incorporating mental health first aiders and wellbeing leave, ensuring our people feel supported in bringing their true selves to work.
- / Our business has a broad and serious risk profile across its fuel and transport operations. As such, we proactively identify, eliminate, and manage the risks that we create or face. We must take personal accountability for reducing and managing risks.
- / Aligning to our Operational Excellence Management System (OEMS), everyone has the authority to stop work and speak up if they feel something is unsafe. Equally we ask everyone to live by three key principles:
 - Do it safely or not at all
 - There is always time to do it right
 - When in doubt, find out
- / We back our people to make the decisions and calls required to protect each other, the environment and to build a genuine safety culture.

Diversity, Respect and Inclusion

We stand for a diverse, respectful and inclusive work environment where everyone can be themselves.

- / Everyone is welcome at Ampol. We are building an inclusive workplace where our people are comfortable bringing their true self to work.
- / We celebrate multiple approaches and points of view and we strive to reflect the diverse communities we serve by embracing each other's differences. By asking everyone to sign up to this, we can truly create a workplace where everyone can belong. Just be You and respect others right to be themselves.
- / Our journey to a more diverse, respectful and inclusive work environment is being supported by:
 - Our Rainbow Alliance and Women Inspiring Fresh Ideas employee network groups
 - Training and development programs that continue to foster Respect and Inclusion
 - Respect and Inclusion Advocates
 - Celebrating days of significances
 - Making a difference for Indigenous Australians.

Sustainability

We stand for building a sustainable future.

- / Our vision is to power positive environmentally and socially sustainable outcomes in the communities in which we operate. As a fuels business, we are up for the challenge of transitioning to a low carbon future. This is not just an ambition, but one we are implementing as a core part of our strategy.
- / We are in a unique position to meet Australia's transportation fuel needs now, whilst also creating pathways into a more sustainable future.
- / A few of the things we have on the go:
 - Decarbonisation initiatives across our business
 - A significant investment into low sulphur fuels at the Lytton Refinery
 - Development of biofuels and hydrogen opportunities
 - Transition of lubricants packaging to more sustainable options
 - An employee network championing sustainability.

Community

We stand for connecting with and empowering the communities we live, work and play in.

- / Communities are where our customers, suppliers, sites, offices and service stations are located.
- / When our communities face challenging times, we ensure that they can keep moving.
- / As an employer and essential business, being part of a community is a responsibility we take seriously.

Operating Excellence

We stand for quality products and services that we can be proud of and which create value for our customers.

- / Excellence in operating practice and a safe and reliable mindset means we consistently deliver products and services to our customers that set us apart.
- / Our leaders will be right there with you, visible and side by side as part of a team making our shared vision a reality.
- / We take pride in our efforts, striving to be effective and efficient, doing it right the first time and minimising waste.
- / We are relentless in seeking to be better through an improvement and growth mentality that captures self, team and our enterprise.



What's great about working here



We pride ourselves on being an employer of choice and a great place to work. We facilitate the well-being, development, and success of our employees to help you do your best work.

In your Ampol role, we offer many great benefits to help with work-life balance and make sure you're feeling satisfied and appreciated. Here are just a few of the core benefits you receive.

- / Competitive remuneration
- / Recognition & Reward programs
- / Flexible working options
- / AmpolCard for fuel discounts
- / A BabyCare package for parents
- / 3 wellbeing days every year
- / Ability to purchase additional leave
- / Study support, capability and development programs

There are a lot of great things about working here, from what we do, to why we do it and where we're heading. Our size and culture mean that great work is seen and valued and everyone has a voice.

From graduate to leader, we help you begin your career, progress with support, and thrive in senior roles.

Meet Brent, Executive General Manager, Commercial, Fuels & Energy.

Joining us as a fresh graduate in 2000, Brent began as a process engineer. After working in various exciting roles across the business, Brent was responsible for expanding Ampol's international operations by establishing offices in Singapore and the US.

"One of the great things about Ampol is the career opportunities it gives you. In my 23 years at Ampol, I've had the chance to work across refining, supply, supply chain, global trading, and sales and marketing."

At Ampol, we help you to lead.



Take a look at Brent's story here



Raising the bar for gender equality.

We don't just talk about gender equality, we take action to make sure it happens. This focus contributed to our being recognised as an Employer of Choice for Gender Equality.

Our BabyCare initiative is one of the first in Australia and it's changed the game for our employees. Built to enable working mothers and fathers take parental leave we have seen nearly 100% of women who've left to have a baby have successfully come back to work to continue their careers. A lot of our working fathers have also utilised the parental leave to spend time with their families or enable their partner to return to work flexibly.

Be part of the team.

Meet Lejla, National Operations Excellence Manager.

Lejla has worked with Ampol for ten years. She flexibly runs her role around her family and finds Ampol to be a supportive, engaging, and innovative organisation to work for.

"I love working for Ampol because it's like working for a family. It's unique, it's dynamic – it's a fantastic work environment to be in."



Take a look at
Lejla's story here





Growing independent thinkers.

At Ampol we're anything but cookie-cutter. And we'll never expect you to be either. We encourage our team members to lead, make decisions, and think independently – all so they can do their best work.

Supporting our people to make a difference.

Meet Brad, Head of Supply Chain and Manufacturing Lubricants.

With 25 years at Ampol, Brad is pleased to lead a diverse team to grow, work confidently, and make independent decisions.

"Being a people leader is something I really enjoy. I enjoy seeing my team grow. I see my team being independent, and I'm proud that my team can feel confident to make decisions."

