

2024 SUSTAINABILITY PERFORMANCE

PEOPLE

Empowering communities and our people



SAFETY AND WELLBEING

At Ampol, we place the highest priority on the safety of our workforce, customers and the communities in which we operate. As a key material topic, we are committed to responsible risk management practices that minimise or otherwise mitigate adverse health, safety or environmental impacts, and sustain our performance and culture for the long term, providing a strong foundation for growth and continuous improvement. Following the double materiality assessment that we undertook in 2024, workplace wellbeing and process safety was identified as Ampol's third most material topic out of a list of 11.

Personal safety

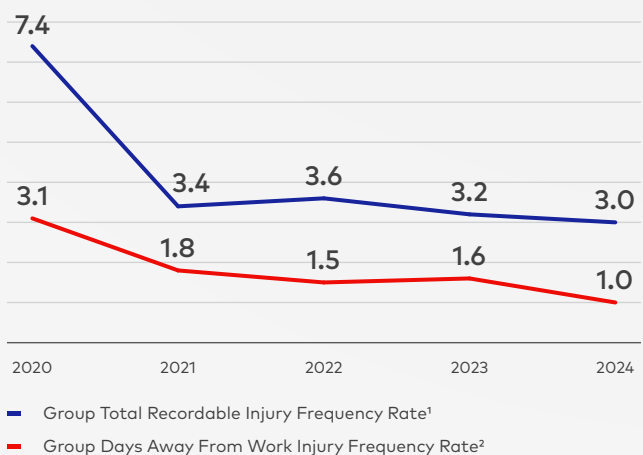
Total Recordable Injury Frequency Rate (TRIFR) remains a key performance metric for Ampol, noting that many of our people are frontline workers, and some of our workplaces are Major Hazard Facilities. In 2024, our Group TRIFR¹ was 3.0, which is a 0.2% improvement on 2023. This was delivered through a continued focus on risks and improvement initiatives across our various business units. Some of these focus areas include:

- embedding leadership engagement with our Retail Field Operation teams, with over 10,000 conversations held and documented. This was a 37% increase on 2023;
- continuing significant investment across Ampol sites through our Security Risk Framework program. Hold ups and robbery incidents more than doubled in 2024 in comparison to 2023. Break and enter incidents have also increased. Our focus on strengthening security controls will aim to reduce these forms of incident activity across our network;
- there were 361 hazard reports completed by our Convenience Retail site teams as part of a safety improvement initiative focused on our teams taking a proactive approach to managing the safety of themselves, their customers and their colleagues, and eliminating minor issues as soon as they are identified;

- relaunching the 'Stop Work Authority' program, fostering a culture where employees feel empowered and supported to intervene in unsafe situations, enhancing workplace safety and accountability;
- there were 115 emergency response exercises completed by our Distribution teams, demonstrating our commitment to emergency preparedness and supporting our Emergency Management Team (EMT), which was activated five times during the year. Collaborative exercises with local emergency services at Newport Terminal and Picton Depot further enhanced our capabilities and strengthened our partnerships; and
- significant investment in contractor safety training, monitoring and intervention activities to support increased contractor presence on site for both planned project and maintenance works as well as an unplanned refinery shutdown in late 2024.

For further information on people and process safety, please refer to the 2024 Sustainability Datasheet and Appendix, available on the Ampol website.

Group personal safety



1. The total number of recordable injuries per million hours worked for a nominated reporting period.
 2. This is calculated as the total number of days away from work injuries per one million hours worked. A day away from work injury is where the agreed capacity of the worker, supported by a physician where available, is unfit to work for any full calendar day after the date of injury.

CASE STUDY

Mental Fitness Pilot Program for Carrier Operations



In 2024, members of our Carrier Operations team completed a pilot program on mental fitness with Dr Ben Robbins. The program aimed to help our tanker drivers improve their focus, manage stress and stay mentally sharp in high-pressure situations.

Mental fitness refers to the ability to stay in contact with the present moment regardless of unpleasant thoughts and feelings, while choosing one's behaviours based on what the situation demands. The core elements of the mental fitness pilot program included:

- an understanding of the human brain under pressure;
- how we can 'upgrade' our minds to perform to our potential more consistently;
- the role of skills, such as self-talk, in better managing our thoughts and emotions; and
- applications and habit formation, including mindfulness and meditation practice.

The results of the program were encouraging, with a measurable 10% improvement in participants' ability to maintain concentration and navigate the daily mental challenges of their work.

Our commitment to mental fitness is paying off with improved safety and performance of our teams, and we continue to foster a culture that promotes not just physical safety but mental resilience as well.

Process safety

Ampol operates in a complex and hazardous industry, and we hold ourselves to a high standard of performance when it comes to process safety and our licences to operate critical infrastructure.

2024 was a challenging year with two Tier 1 process safety events:

- Kurnell Terminal sustained a loss of containment of approximately 5,500L of gasoline from a pipeline which had been taken out of service for maintenance. A swift response by the operations team ensured there was no harm to people or the environment, and no offsite impacts. Immediate actions were undertaken to prevent reoccurrence; and
- the Lytton refinery sustained damage to pipework associated with a pressure gauge on a blend pump and a loss of containment of approximately 3,200kg of light reformat. The equipment was able to be shut down and isolated so that a foam blanket could be promptly applied by area operators. It was then drained and made safe, and lost product was captured by onsite containment without harm to people or the environment and no offsite impacts.

The effective management of process safety risks is a priority for Ampol to ensure the protection of people, assets and the environment. Teams across the Group are actively working to continuously improve the management of these risks in alignment with the Operational Risk Management Framework, please see below.

CASE STUDY

Developing a modernised Operational Risk Management Framework

Since June 2024, Ampol has been developing a modern, integrated Operational Risk Management (ORM) Framework aligned with industry good practice. ORM is a systematic process designed to identify, assess, prioritise and mitigate risks arising from daily operations. The framework places particular emphasis on managing high-consequence and emerging risks, with a strong focus on critical control management. This improved framework is designed to deliver significant benefits across Ampol, including improved health and safety outcomes, stronger environmental and community protection, enhanced operational resilience, better regulatory compliance and strengthened governance.

2024 SUSTAINABILITY PERFORMANCE – PEOPLE CONTINUED



Wellbeing

One of our 2030 sustainability goals is to drive safe, healthy, equitable and inclusive outcomes for our people. A focus on wellbeing is key to achieving this, so we have set public commitments for 2025 in service of this goal. Moreover, our double materiality assessment also affirmed the importance of workplace wellbeing to the Group's risks and opportunities.

Our aspiration is for our people to be healthier – physically, mentally and socially. These three pillars are central to the work of our Wellbeing Council, which oversees the implementation of the Ampol Group Wellbeing Framework and activities across various parts of the business. During 2024, we have supported wellbeing and psychosocial safety in several ways, including:

- the launch of an internal digital platform named PowerBAR, offering an extensive library of wellbeing resources, events, and webinars;
- the provision of psychosocial risk management guidance and support across the Group to enhance ongoing hazard identification, risk assessments, psychosocial control development and effectiveness monitoring;
- in 2024, Z Energy conducted a company-wide psychosocial risk assessment that aimed to help it better understand the work-related factors that may be impacting its people. The initiative was well received. 74% of employees participated in the assessment, and the resulting actions have been embedded into the 2025 Wellbeing Plan;
- the offering of programs and initiatives such as The Change Room (wellbeing guest speakers), R U OK? Day and the Healthy Heads in Trucks & Sheds (HHTS) roadshow. Additionally, we deepened our commitment to mental health and wellbeing by becoming a premier partner with HHTS;

- the provision of more than 200 mental health training activities undertaken by individuals across the Group, as well as the inclusion of a psychological safety module in the Leadership Masterclass training undertaken by over 200 senior leaders throughout 2024. 40 of these leaders also participated in mental health essentials training for executives, and this training will be rolled out to the top 200 senior leaders in 2025; and
- facilitating the participation of more than 300 Ampol employees in a successful Push Up Challenge, raising over \$35,000 for suicide awareness, prevention and support. Also, over 200 Ampol steppers participated in September, raising over \$8,000 for cerebral palsy support and research.

Wellbeing leave

One of our 2025 public commitments is to introduce a wellbeing leave offering for our employees. In 2024, we extended our offer of Wellbeing Days to eligible permanent employees in Singapore, as well as Australia.

Wellbeing Days are one way that we enable time for our people to focus on something that positively impacts their own wellbeing. Our Wellbeing Leave policy is structured to provide Wellbeing Days to eligible employees if they have a healthy leave balance of less than 20 days (pro-rated for part-time) at the end of specified periods throughout the year. An employee can receive up to three Wellbeing Days in a given year. By rewarding those who have a healthy leave balance with additional leave, we are able to encourage our people to take the necessary time to reset and recharge.

CULTURE AND CAPABILITIES

Strong cultural health remains key to keeping our people engaged and equipped to deliver sustainable value for our stakeholders. Employee engagement, retention and diversity were identified as key priorities as part of our double materiality assessment.

Active employee listening

Since its launch in mid-2023, we have continued to see the value of the 'Peakon' employee survey tool. Peakon helps us understand employee experience at a Group and local level, as well as identify actions to deliver improvements. Across 2024, our targeted monthly surveys delivered insights in three key areas: Engagement, Health and Wellbeing, and Representation, Equity and Inclusion.

Pleasingly, we ended 2024 with high employee engagement of 79% and an employee Net Promoter Score (eNPS) of 38, maintaining our position above the top quartile of the global benchmark. This result was achieved with an aggregated participation rate of 71%.

Our Health and Wellbeing results remained stable (continuing to exceed the global benchmark by seven points), and our Representation, Equity and Inclusion scores improved over the year, exceeding the global benchmark by four points.

At a local level, real time Peakon insights have been valuable in enabling our leaders to better understand the experience of their team members. By engaging teams through Peakon, we have an anonymous and safe method of identifying ways to create greater value in direct response to feedback, insights and trends. In 2025, we will continue to work closely with our leaders and aim to increase the embedment of Peakon insights, enhancing team engagement and effectiveness.

Representation, Equity and Inclusion

2024 saw the introduction of a new Representation, Equity and Inclusion (REI) operating model including a multi-year REI strategy with an overarching ambition of excellence in REI. To mature our approach to REI and deliver sustained value from REI, the operating model focuses on four attributes: **Ambition and Beliefs**; **Governance**; **Enablers**; and **Focus Areas**.

Our 2024 results against annual targets are a positive reflection of our initial progress in our strategy.

The REI **Ambition and Beliefs** enable a consistent understanding and direction across the Group.

Our ambition of excellence in REI is underpinned by three beliefs:

- diverse representation is a strength;
- our people thrive when they can bring their whole selves to work; and
- inclusive leadership is everyone's business.

These beliefs act as a common anchor for REI to be leveraged across the Group and in local business unit contexts. The consistent reinforcement of the beliefs has connected leaders to REI and reframed it holistically to emphasise its broader value to the business.

Our approach to **Governance** has enabled a shift from a centralised Leadership Model, to a distributed one.

Please refer to pages 22–23 for information on the governance arrangements for our REI Council, as part of our broader sustainability governance.

Enablers provide the ability to scale impact across the Group and business units. 2024 saw maturation in three key areas:

1. Data and insights

The development of a new online REI Dashboard in April 2024 enabled leaders to consistently measure key REI data and more easily identify trends. By viewing both Group and business unit data, our leaders can now also understand their local positioning relative to other parts of the business and the Group overall. We also continued utilising our employee listening tool, Peakon, to gather qualitative and quantitative insights on REI. During 2024, REI Leaders were upskilled in accessing and using Peakon to better understand REI trends. Providing tools such as the Peakon and REI Dashboards emphasises the importance of evidence-based insights to enable REI priorities. It also empowers our leaders to be more self-determining in their REI activity.

2. REI Networks

Our employee-led REI Networks have been key contributors to our focus and progress on inclusion. Each of these networks is driven by the discretionary effort of employees across the Group. The networks are connected through regular collaboration forums and formally through representation as part of the Group REI Council, which meets bi-monthly.

3. Policy enhancements

During 2024, we commenced a review of our policies to ensure they appropriately reflect our commitment to REI, and competitive market practice. In December 2024, we updated the external Representation, Equity and Inclusion Policy to reflect our refreshed ambition and strategy, and we launched a new Gender Affirmation Standard for internal use in supporting individuals undergoing gender affirmation transitions.



2024 SUSTAINABILITY PERFORMANCE – PEOPLE CONTINUED

GENDER

In 2024, our approach to gender focused on progressing equitable representation, pay equity and practices.

As outlined in our sustainability strategy scorecard, we remain committed to the representation principle of 40% female/40% male/20% any gender, with a target to maintain this across our enterprise throughout 2025. In 2024, we were proud to have achieved our target with overall female representation of 42%, and also achieved 42% female representation among our senior leaders. The ALT achieved equality in gender representation with 50% female and 50% male representation.

Beyond the executive level, our REI Leaders have also been working with their local leadership teams during 2024 to progress towards, or maintain, 40/40/20 representation, and this focus will continue into 2025.

Our pay equity analysis has continued to be conducted at both overall and like-for-like role levels. At the end of 2024:

- overall pay equity gap has reduced by two percentage points from 13.7% to 11.7% (in favour of males); and
- like-for-like pay equity gap has reduced from 1.3% to 0.9% (in favour of males), which falls within our target appetite of +/- 1% in service of our corresponding 2025 public target.

Factors that drive pay gaps, such as recruitment practices and role classification, will be a continued focus during 2025.

During 2024, the *Women Rising* leadership capability program continued across our business, with 44 female employees taking part. We recognise the critical role of male advocates in gender equality and supported 19 male employees through the accompanying *Male Allies* program.

For further information and data, please see the 2024 Sustainability Datasheet and Appendix, as well as our annual report to the Workplace Gender Equality Agency, available on the Ampol website.

CASE STUDY

Recognition for our gender equality efforts

In 2024, we were proud to be recognised by Work180 as one of *Australia's top 101 Workplaces for Women*. In doing so, we were measured against 10 standards by Work180, including inclusive hiring processes, representative leadership, career development and flexible working arrangements.

We were also reaccredited with the Advanced GenderTick in New Zealand for the third consecutive year. This formal accreditation program acknowledges organisations taking action towards advancing workplace gender equity across key indicators including equal pay, gender inclusive culture and flexible work and leave.

These milestones reinforce our focus on continuous improvement and building an equitable experience for our people.

CASE STUDY

Building our engagement with Aboriginal and Torres Strait Islander owned businesses



During 2024, our Contracts and Procurement team continued working with internal stakeholders and external contacts to source procurement opportunities with Aboriginal and Torres Strait Islander owned businesses. This included a combination of expanding our utilisation of existing suppliers for new opportunities, streamlining the registration of suppliers in our systems for ease in future engagements and creating opportunities with new suppliers.

An example of one of our suppliers is Kulbardi, a 100% Indigenous-owned business supplying Ampol's merchandise. Kulbardi has a strong focus on supporting local communities and, as such, a percentage of all sales go to the Bibbulmun Fund which designs and delivers programs around entrepreneurship, education, numeracy and literacy. This includes scholarships, work-ready programs, reclaiming culture and language courses, youth diversionary programs, elder camps and leadership programs.

Creating these commercial opportunities resulted in a more than six-fold increase in our annual procurement spend with Aboriginal and Torres Strait Islander businesses, compared to the previous year and an uplift in the number of Supply Nation registered businesses that are now available to be utilised in our system.

INDIGENOUS PARTNERSHIPS

Our commitment to Indigenous partnerships focuses on the two largest geographies in which we operate:

- in Australia, our Reconciliation Action Plan (RAP) sets out the ways we will progress our vision for Aboriginal and Torres Strait Islander reconciliation and empowerment; and
- in New Zealand, through Te Ao Māori, and continued engagement with Māori and Pasifika peoples.

Australia

Our RAP journey continued during 2024, with our second Innovate RAP concluding in March with a strong action completion rate of 86%.

The key achievements in 2024 were:

- our improved performance in procurement and supplier engagement; and
- strengthened relationships with the Clontarf Foundation and Stars Foundation.

Under the leadership of our newly appointed RAP Executive Sponsor, we launched our 2024–2026 Innovate RAP in November 2024 with four key focus areas to build on our progress and future growth within the RAP framework:

- building community connections;
- strengthening cultural learning;
- creating sustainable experience and education opportunities; and
- increasing our engagement with Aboriginal and Torres Strait suppliers.

Progress in each of these areas will continue to be driven by our RAP Working Group, comprising representatives from across the business who influence local engagement, and track progress and future activity.

New Zealand

As a business operating in Aotearoa New Zealand, Z Energy is committed to building its capability in Te Ao Māori (understanding of the Māori world). Z Energy believes that by doing this, it will be better able to attract, retain and engage Māori at Z Energy, and to build capability to foster, maintain and grow positive relationships with Mana Whenua – especially iwi (the local tribe) and hapū (subtribe), in places of Z Energy's operations.

Z Energy calls this commitment Te Terenga (The Journey), and it is focused on building sustainable organisational capability in Te Ao Māori. Z Energy acknowledges it is in the early stages of its journey and will continue to learn and grow as an organisation.

Some of Z Energy's 2024 highlights include:

- the Te Terenga work program and supporting resources were utilised extensively by Z Energy's people over the last year, enhancing the overall cultural capability of the New Zealand workforce. This included education on the world of Te Ao Māori and delivering core learning about Te Tiriti to ensure people have foundational knowledge and understanding in place;
- Z Energy developed core foundations and policies to support Iwi engagement. Regular wānanga (interactive learning sessions) were held with teams to provide guidance on protocols, and on how to utilise Z Energy's Iwi Engagement Framework. These sessions will continue in 2025; and
- renaming four Z service stations to reflect a clearer understanding of the historical context of the area. To achieve this, Z Energy worked in collaboration with local mana whenua to ensure they undertook this work with care, consideration and integrity.

Z Energy has continued its focus on attracting and retaining diverse employees, with Māori and Pasifika New Zealand employee representation increasing from 10% to 11% by the end of 2024.



2024 SUSTAINABILITY PERFORMANCE – PEOPLE CONTINUED

CASE STUDY

Ampol receives Bronze Employer status and Rainbow Tick reaccreditation in recognition of our LGBTQ+ inclusion



In 2024, our Rainbow Alliance (Australia and Singapore) and Rainbow Ally (New Zealand) networks have worked to improve LGBTQ+ awareness and inclusion across our organisation. An important example of this is their collaboration on the creation of our new Gender Affirmation Standard that outlines support for anyone undertaking a gender affirmation process, as well as guidance for their leaders and teams during such a time. The standard was developed in recognition of the unique challenges and discriminations faced by transgender people and was finalised with the input of our transgender employees.

The advocacy, leadership and efforts of our networks contributed to our business receiving **Bronze Employer** status in the Australian Workplace Equality Index and **Rainbow Tick** accreditation for the fifth year in New Zealand.

SUPPORTING COMMUNITIES AND NATURE

'Supporting communities and nature' is the third of five focus areas under our 2023–2025 Sustainability Strategy. Our 2030 goal is to have a positive and measurable impact in the communities where we operate and support nature positive outcomes. As such, this focus area straddles two of our strategic pillars: People and Planet. In this section, we discuss the community aspect of the focus area, including as it relates to modern slavery. In the Planet section of this report we will focus on the nature aspect, see page 50.

Ampol Foundation

The Ampol Foundation is the vehicle through which we deliver our mission to proudly power better journeys within the communities in which we operate. Established in 2019, the Ampol Foundation leverages our people, our skills and our infrastructure to support the communities in which we operate, with a focus on youth education and employment, as well as promoting community wellbeing and safety. The Ampol Foundation is led by a committee of employees and supported by the ALT through executive sponsorship by our Executive General Manager, People and Culture.

In 2024, our total community contribution via the Ampol Foundation was over \$4.66 million. Moving into 2025, we are looking to build upon the introduction of new initiatives in 2024 – Charity Champions and 'Your Town' Grants increasing internal engagement, strengthening local community relationships and facilitating value moments with our Foundation partners.

In Australia, the Convenience Retail business supported three organisations over two in-store campaign periods. Ampol Foundation contributed \$100,000 to the campaigns, with total fundraising as follows:

- Sebastian Foundation – over \$248,000
- The Smith Family – over \$264,000
- Surf Lifesaving Australia – over \$310,000

CASE STUDY

Ampol Foundation reaches five-year milestone

As the Ampol Foundation reaches its fifth year, we take this opportunity to reflect on the impact we have made in the communities in which we operate:

- over \$19 million contributed to community partners and programs;
- 4,000 volunteering hours committed to community initiatives driven by our employees; and
- \$1 million contributed through our workplace giving program available to employees, Fuelling Change.

CASE STUDY

'Your Town' Grants program



In the second quarter of 2024, we introduced the inaugural 'Your Town' Grants program to strengthen connections within the local communities in which we operate. With a focus on engaging local communities around our depots, terminals and refinery, employees had the opportunity to nominate a local organisation of their choosing to receive a grant from the Ampol Foundation.

Grant applications were presented to the Ampol Foundation committee for review, assessment and voting against the below criteria:

- community impact and alignment with Ampol's pillars;
- demonstrated need and benefit to the broader community;
- measurable outcomes and future impact; and
- compliance with eligibility criteria and clarity of application.

Ampol is proud to have provided over \$300,000 in grants to 17 not-for-profit organisations located near seven of our depots, terminals and Lytton refinery located in Brisbane, Perth, Cairns, Kurnell, Newport and Newcastle.

Ampol's Fuelling Change program

Fuelling Change is our workplace giving program that falls under our company value of Never Stop Caring. The program allows for our Australian employees to make pre-tax donations to a selection of charity partners based in Australia, with all donations equally matched by Ampol.

By year-end, we proudly contributed over \$305,000 to our partners, a 14% increase compared to 2023. Also, we have successfully delivered on our 2025 public target to increase our Australian employee workplace giving by 50% from 2021 levels.

Community engagement in New Zealand

In New Zealand, Z Energy again delivered its flagship Good in the Hood community investment initiative, in line with our 2025 public target. Good in the Hood has a hyper-local focus in the communities where Z Energy has a service station presence. Since its inception over a decade ago, over NZ\$11 million has been donated to groups working to make a positive change within their communities.

With its commitment to represent the communities it serves, Z Energy set a goal to increase Good in the Hood support for Māori and Kaupapa Māori-led organisations. To help achieve this, in 2023, Z Energy worked in partnership with charity founder David Latele of Brown Buttabean Motivation (BBM) to build national awareness of this commitment. David Latele holds a significant and authentic presence within New Zealand's Māori and Pasifika communities.

In 2024, approximately 500 community groups were supported through Good in the Hood. 18% of these community groups were Māori-led or Kaupapa Māori-led.

CASE STUDY

Regional Boost Initiative

Z Energy's Regional Boost initiative aims to support the communities that need it most across the Z service station network. By utilising New Zealand Deprivation Index data, and through Z Energy retailer engagement, they gained an understanding of where they could provide the most meaningful support to areas with high levels of socio-economic need across New Zealand.

With the founding principle of Z Energy being 'for Aotearoa New Zealand', the program grew in 2024 to ensure more funds reached communities most in need across Aotearoa New Zealand, 11 community groups were chosen to receive a share of NZ\$150,000. Organisations receiving 2024 regional boost funding included:

- foodbanks;
- te ao Māori informed support for at-risk *rangatahi* (youth);
- community spaces that offer a place of *maanakitanga* (respect, kindness);
- *awa* (river) restoration; and
- flood recovery support.

2024 SUSTAINABILITY PERFORMANCE – PEOPLE CONTINUED



Volunteering

At Ampol, we believe in the importance of empowering our people to connect with and support their local communities. As such, we offer paid volunteering leave to eligible employees across the Group.

In 2024, we achieved significant improvement in employee volunteering in Australia, with a 73% increase on 2023. This was driven by the introduction of 'Charity Champions', an initiative which focused on enhancing employee engagement with volunteering opportunities that are meaningful to them and supporting local organisations in the communities in which we operate.

Also in 2024, 46% of Z Energy employees in New Zealand used volunteering leave to contribute a total of 229 days to a community group or cause of their choosing. This is a 27% increase in participation from 2023 levels, which was achieved through visible leadership, active promotion of diverse opportunities that resonated with staff and a focus on gratitude.

Modern slavery

Human rights, including the risk of modern slavery, is a material topic for Ampol, as identified by our double materiality assessment. Ampol's 2023 Modern Slavery Statement, released in July 2024, outlines our continued focus on managing modern slavery risk in our supply chains, workplace, and the communities in which we operate.

Key achievements for the 2023 reporting period:

- 85% of our supplier base (by spend) completing our Supplier Code of Conduct questionnaire as part of our supplier onboarding process (an increase from 80%);
- the development and delivery of a new Ampol Group online modern slavery training module. Over 98% of scheduled participants in Australia completed this training;
- the completion of workplace compliance audits across all Ampol (Australian) franchised sites and 25 audits on retail partner sites; and
- the completion of 23 deep dive assessments on medium and high risk suppliers.

Ampol's commitment to mitigating the risks of modern slavery is grounded in our commitment to human rights. During 2023, we reviewed our Human Rights Policy, and our Board approved an updated policy that contains a focus on the employment conditions of persons who contribute to our workplace.

To read Ampol's 2023 Modern Slavery Statement, Human Rights Policy and Ampol Supplier Code of Conduct, visit the Ampol website.



PEOPLE SCORECARD

2024 PRIORITIES AND PERFORMANCE

Wellbeing and inclusive workplaces 	Implement Representation, Equity and Inclusion Strategy	Delivered	<input checked="" type="radio"/>
	Maintain Group 40/40/20 gender representation target and strengthen consistency in gender representation across key segments of the business, including by seniority and business unit	Delivered	<input checked="" type="radio"/>
	Reduce the Group average gender-based pay differential	Delivered	<input checked="" type="radio"/>
	Continue to strengthen inclusive work practices (e.g. improving Australian Workplace Quality Index (AWEI) status)	Delivered	<input checked="" type="radio"/>
Indigenous Partnerships 	Continue our commitment to reconciliation in Australia through finalising the delivery of the 2022–24 Reconciliation Action Plan and design and launch our next Innovate-level Reconciliation Action Plan	Delivered	<input checked="" type="radio"/>
	Embed our Indigenous Procurement Strategy by increasing and sustaining our annual procurement spend with Aboriginal and Torres Strait Islander businesses for each year of our RAP	Delivered	<input checked="" type="radio"/>
Supporting communities and nature 	Continue to progress Z Energy's Good in the Hood campaign	Delivered	<input checked="" type="radio"/>

2025 PRIORITIES

Wellbeing and inclusive workplaces 	Continue to reduce the Group average gender-based pay differential
	Deliver initiatives that increase the likelihood of maintaining and/or uplifting AWEI status
	Deliver a behaviour-based safety program across Manufacturing, with a focus on pre-start hazard identification tools and critical risk controls
	Continued implementation of security and psychosocial risk control programs across retail operations
Indigenous Partnerships 	Continue our commitment to reconciliation in Australia through implementation of the 2024–2026 Innovate Reconciliation Action Plan
	Continue strengthening our internal and external Māori capability via the implementation of Te Terenga
Supporting communities and nature 	Continued delivery of Ampol Foundation Strategy, including ongoing management and engagement in major partnerships, workplace giving and employee volunteering programs
	Prepare for full compliance with new tobacco legislative requirements
	Continued delivery of proactive community and environment programs across targeted fuel supply chain sites

Please see the Planet scorecard on page 54 for other aspects of the 'Supporting communities and nature' priorities and performance.