

Our commitment to human rights

The objective of the Viva Energy group of companies is to engage efficiently, responsibly and profitably in the manufacturing, distribution and sale of petroleum products and services in Australia, in furtherance of the interests of shareholders and Australian economic and social goals.

In pursuit of this objective, our Business Principles and Code of Conduct commit Viva Energy to conducting business in a way that contributes to sustainable development by respecting the human rights of all people, including our employees, the communities in which we operate, and customers and suppliers in our supply chains.

This Policy is based on the UN Guiding Principles on Business and Human Rights and applies to all internationally recognised human rights expressed in the International Bill of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.

This policy provides the basis of Viva Energy's approach to human rights and is supported by the human rights commitments in our Business Principles and Code of Conduct.

To make this commitment we:

- Respect the human rights of our employees and provide them with safe working conditions and competitive terms and conditions of employment.
- Do not tolerate discrimination according to race, colour, religion, age, gender, sexual orientation, marital status, physical features, disability, ethnic origin, nationality, parental status or status as a carer, pregnancy or potential pregnancy, industrial activity or inactivity, political belief or activity, or any other unlawful grounds.
- Have in place procedures to identify, investigate and take action in relation to any occurrence of modern slavery, including human trafficking, slavery, forced labour or child labour, in all of our operations and supply chain.
- Manage the social impacts of our business activities carefully and work with others to enhance the benefits to local communities, and seek to mitigate any negative impacts from our activities.
- Demonstrate visible and felt leadership for human rights.
- Seek to improve staff awareness of human rights risks through internal training.
- Provide a channel to report concerns through the Viva Energy Whistleblower Policy.
- Publish our approach to and performance against key indicators in relation to human rights through our Annual Report and our annual Modern Slavery Statement.

Our commitment applies to:

- All Viva Energy employees and contractors.
- We engage with suppliers, customers, business partners and the communities in which we operate with a view to seeking alignment with our human rights commitments.

Review of this policy

This Policy will be reviewed regularly to ensure that the policy and related procedures remain effective and appropriate.

The Policy cannot be amended without approval of the Board of Viva Energy Group Limited.