bp Australia Modern Slavery and Human Trafficking Statement 2025

June 2026

About this statement

This statement relates to the financial year ending 31 December 2025 for the following reporting entities within the meaning of the term set out in the Australian Modern Slavery Act 2018 (Cth):

1. BP Australia Group Pty Ltd (ACN 007 412 553)
2. BP Australia Pty Ltd (ACN 004 085 616)
3. BP Developments Australia Pty Ltd (ACN 081 102 856)
4. BP Oil Australia Pty Ltd (ACN 008 428 911)
5. BP Australia Investments Pty Ltd (ACN 102 991 551)
6. Castrol Australia Pty Ltd (ACN 008 459 407)
7. Burmah Castrol Australia Pty Ltd (ACN 003 663 474)
8. Castrol Holdings Australia Pty Ltd (ACN 647 117 762)
9. BP Energy Asia Pte Limited (ABN 77 549 205 033)
10. BP Australia Supply Pty Limited (ACN 654 274 852)

Unless explicitly stated otherwise, in this statement:

1. a reference to 'bp', 'bp group', 'we' or 'our' and similar terms are to BP p.l.c. and its subsidiaries generally, including bp Australia, to one or more of them, or to those who work for them;
2. a reference to 'BP p.l.c.' is to BP p.l.c. only; and
3. a reference to 'bp Australia' is a reference to the reporting entities and their owned or controlled entities.
4. all references to 'bp Australia' exclude references to the lightsource bp group entities. Lightsource bp reports separately on its website - lightsourcebp.com - on the steps it takes to mitigate risk of modern slavery in its business and supply chains

Each of the reporting entities, as well as all their owned and controlled entities, are incorporated in Australia, except for BP Energy Asia Pte Limited which is incorporated in Singapore and registered as a foreign company in Australia.

All of the above reporting entities have BP p.l.c. as their ultimate parent company. BP p.l.c. and relevant bp subsidiaries have published annual slavery and human trafficking statements since the introduction of the Modern Slavery Act 2015 (UK).

About bp and our supply chain

We operate at the heart of the energy system helping countries across the world with their energy needs and serving millions of customers every day. We provide energy products and services by producing and refining oil and gas, generating lower carbon energy, supplying fuels and lubricants, and providing EV charging and convenience retail.

In 2025 bp group operated in 61 countries and employed 93,700 people. bp group has around 30,000 suppliers, including contractors, vendors, service providers and contingent labour, many of whom have their own suppliers. We recognize the potential for labour rights violations in our industry and supply chain. Our businesses and functions identify areas of focus in our supply chain for their work to manage labour rights risks, including modern slavery risks, based on where we believe that risk is greatest.

Reporting entities

Reporting entity	Function	Registered address
BP Australia Investments Pty Ltd (ACN 102 991 551)	Controlling company for BP Australia Group Pty Ltd	Level 17, 717 Bourke Street, Docklands VIC 3008
BP Australia Group Pty Ltd (ACN 007 412 553)	Holding company for BP Developments Australia Pty Ltd & Holding companies for BP Oil Australia Pty Ltd	Level 17, 717 Bourke Street, Docklands VIC 3008
BP Oil Australia Pty Ltd (ACN 008 428 911)	Holding company for BP Australia Pty Ltd	Level 17, 717 Bourke Street, Docklands VIC 3008
Castrol Holdings Australia Pty Ltd (ACN 647 117 762)	Holding company of Burmah Castrol Australia Pty Ltd	Level 17, 717 Bourke Street, Docklands VIC 3008
Burmah Castrol Australia Pty Ltd (ACN 003 663 474)	Holding company of Castrol Australia Pty Ltd	Level 17, 717 Bourke Street, Docklands VIC 3008
BP Australia Pty Ltd (ACN 004 085 616)	**Main operating entity** for bp in Australia for bp's customer and products operations including Air Refuel Pty Ltd, No. 1 Riverside Quay Pty Ltd	Level 17, 717 Bourke Street, Docklands VIC 3008
BP Developments Australia Pty Ltd (ACN 081 102 856)	**Main trading entity** for bp's gas operations in Australia & Holding companies for BP Oil Australia Pty Ltd	Level 15, 240 St Georges Terrace, Perth WA 6000
Castrol Australia Pty Ltd (ACN 008 459 407)	**Main trading entity** for bp's lubricant's business in Australia	Level 17, 717 Bourke Street, Docklands VIC 3008
BP Energy Asia Pte Limited (ABN 77 549 205 033)	**Main trading entity** for bp's power trading in Australia	Level 17, 717 Bourke Street, Docklands VIC 3008
BP Australia Supply Pty Limited(ACN 654 274 852)	**Main trading entity** for bp's refining and products trading business in Australia	Level 17, 717 Bourke Street, Docklands VIC 3008

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More information

Read our human rights policy and labour rights and modern slavery principles at bp.com/humanrights

Read our code of conduct at bp.com/codeofconduct

Introduction

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bp Australia

bp Australia has a history of operations in Australia that dates back to 1919. From the exploration and production of crude oil and natural gas, to refining, marketing and retailing of petroleum products, bp Australia employs more than 4,800 employees and has contractors across Australia. We operate in every state and territory, including major offices in Perth and Melbourne.

bp Australia employs a diverse workforce across its business units. bp Australia aims to provide safe working conditions for employees and contractors, along with market competitive employment terms.

bp is a major integrated energy provider in Australia, with interests across gas exploration and production, supply trading and shipping, fuels and convenience, low carbon projects, and its electric vehicle charging business.

Being part of the bp group enables bp Australia to share global expertise, research and development with Australian business partners, customers, and community stakeholders.

Our operations and supply chain

bp Australia's operations can be broadly categorised into the following areas:

- The operation of its convenience store and retail fuel supply network, including the supply of fuel, goods, and other services to bp-branded independently operated retail sites in Australia.
- The exploration for and production of crude oil and natural gas.
- The sale of fuels whether through its fuel card offering, or via bulk sales either delivered to sites or from depots or import terminals.
- The sale of aviation fuels.
- The sale of marine fuels.
- The operation and management of major fuel storage and delivery infrastructure.
- The creation of high-performance oils, lubricants, fluids and greases.
- The sale of motor oil and industrial lubricants.
- The trading of power and environmental products.

These operations are supported by:

- The importation of refined fuels and lubricants.
- The sourcing of other materials used in our operations (including vehicles and specialised equipment).
- The sourcing of indirect products and materials (which are all other materials incidental to our business, including technology hardware and consumables such as tools, personal protective equipment (PPE) and office supplies).
- The sourcing of food, beverages, and other goods and services offered for sale at bp Australia's retail sites.
- The sourcing of labour and services.

bp Australia's most significant suppliers by spend are related bp-entities that supply fuels from across the globe.

bp Australia's non-related third-party expenditure, excluding fuels, power and environmental products, was approximately $1bn in 2025. This includes a supply chain of approximately 1,000 suppliers, the most material of which are domiciled in Australia, the US, China and Malaysia, although the supply may originate from other jurisdictions.

Across these non-related suppliers, the largest sectors by spend include:

- Construction and engineering.
- Oil and gas storage.
- Logistics and transportation.
- Consumer goods, including food and beverages, for our retail sites.
- Inputs into fuels and lubricants.

Lower spend categories include:

- Commercial services and supplies.
- IT services.
- Machinery and electrical equipment.
- Professional services.
- Real estate.
- Cleaning services.
- Utilities.
- Labour hire.

Automotive fuels are supplied and marketed through bp Australia's national network of more than 1,200 service stations. Of that number, approximately 320 retail service stations are wholly owned and operated by bp Australia, and approximately 900 are operated by independent Dealers and Distributors, or commission agents.

Independently owned and operated, Dealers and Distributors buy their automotive fuels from bp Australia. Dealers operate retail fuel outlets and sell direct to consumers while Distributors typically supply bulk fuel to end-users.

Dealers are also entitled to:

- Participate in the bp Australia buying group (a collective buying group for the procurement of retail shop goods).
- Operate an outlet of bp's wholly owned Wild Bean Café brand.
- Participate in the bp Australia customer and business loyalty program, BP Rewards.
- Accept payment from customers via bp's mobile fuel payment application, BPme.

Each of our Dealers and Distributors are responsible for staffing their operations and may also, separately to use of the bp Australia buying group, source products from their own suppliers for sale to customers (e.g. local regional products). A significant proportion of bp Australia's customers are Dealers and Distributors who sell to end-users.

bp Australia partners with Supply, Trading & Shipping functional entities, operated out of Singapore for fuel imports and power trading. bp Australia also purchases fuel from local market participants. As such, this fuel can be sourced from a range of domestic suppliers and the international market.

Supply, Trading & Shipping procure fuel products from a range of third parties in different countries. In 2025, Supply, Trading & Shipping sourced fuel imports into Australia from countries primarily in the Asian region.

Supply, Trading & Shipping also trades physical power sourced from domestic generation and environmental products in Australia.

Joint Venture (JV) activity

bp Australia is a participant in many JVs across Australia.

For bp Australia's downstream activities, these JVs predominantly include bp Australia's interests in various bulk fuel storage facilities and delivery infrastructure, including import terminals, airports, and other depots.

For bp Australia's upstream activities, JVs include those which deal in the exploration for and production of crude oil and natural gas.

Risk of modern slavery in our operations and supply chain

Modern slavery is an umbrella term used in policy and law to describe several forms of exploitation that constitute serious violations of human rights, including slavery, servitude, human trafficking, debt bondage, forced labour, forced marriage and the worst forms of child labour.

Operations

Throughout 2025, bp Australia continued to review and monitor modern slavery risks in the sourcing of goods and services, in relation to bp Australia's retail networks and workforce.

The following areas within bp Australia's activities may have a greater exposure to potential labour rights and modern slavery risks:

- Retail operations involving jobs that do not require prerequisite qualifications or prior experience, across both company controlled and non-company controlled sites.
- Retail supply chains for goods and services, particularly where labour intensive or lower skilled work is involved, and there is reduced visibility or leverage over employment practices.
- The activities of bp Australia's business partners, including operated and non-operated joint ventures, dealers and distributors, contractors, and suppliers (including suppliers to joint ventures), where bp does not have full operational control.

Based on the factors outlined below and under the following heading, bp Australia assesses the overall risk of modern slavery within its operations as low:

- bp Australia's workforce is located in Australia, which is considered by various sources, including Maplecroft and the Walk Free Foundation, to be a jurisdiction with a lower prevalence of, and vulnerability to, modern slavery due to Australia's relatively strong rule of law and enforcement of workplace laws and regulations. However, a low assessed risk does not imply the absence of risk. Modern slavery can and does occur in Australia, including in retail and services sectors.
- bp Australia's employment practices operate within Australia's Fair Work framework and are supported by internal policies governing pay, working hours and working conditions, including compliance with minimum wage requirements and provision of the **Fair Work Information Statement**
- In relation to non-operated joint ventures (JVs), bp uses its group framework to assess and manage exposure to safety and operational risks, including modern slavery, as well as bribery and corruption risks arising from its participation in non-operated JVs.

Supply chain

bp Australia has identified the following areas where we may be linked to modern slavery in our supply chain:

- **Suppliers operating in, or sourcing from, higher-risk countries**, including fuels and lubricants sourced from those markets.
- **Suppliers reliant on potentially more vulnerable labour** (e.g., low paid, insecure roles with limited worker bargaining power due to language barriers, temporary visas or limited awareness of workplace rights), including some construction, food, catering and cleaning providers.
- **Global supply chains with elevated inherent risk**, including IT and telecommunications hardware, electronics, uniforms, PPE, shipping, vehicles/vessels, machinery, batteries, EV charging stations, construction materials and solar panels.
- **Goods procured for sale at retail sites**, including food and beverages, coffee, confectionery, tobacco, fresh fruit and other merchandise.
- **Regional airport operations delivered by contracted Airfield Representatives**, whose workforces are primarily aircraft refuellers; we engage with Airfield Representatives on their employment conditions.

Assessing and addressing modern slavery

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Our approach to mitigating modern slavery risk

bp recognises our responsibility to respect human rights as set out in the International Bill of Human Rights and the core labour standards as set out in the ILO Declaration on Fundamental Principles and Rights at Work.

BP p.l.c. sets expectations for how our businesses conduct their activities, including through our **Code of Conduct**, **Business and Human Rights Policy**, **Labour Rights and Modern Slavery Principles** (LRMS Principles) and Operating Management System (OMS). Our human rights policy aligns with the United Nations (UN) Guiding Principles on Business and Human Rights. They are underpinned by the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, including its core conventions. These include the rights of our workforce and those living in communities potentially affected by our activities.

bp Australia businesses are required to conduct their activities in conformance with the applicable expectations and manage the risks, including modern slavery. bp Australia's OMS establishes local requirements and processes to manage our operations in Australia.

In all but very limited circumstances, the policies, systems and controls set out by BP p.l.c. have a flow-on effect for bp Australia's operations.

We know that there is more work to do and that steps taken on decent work and the elimination of modern slavery are often more effective when working collaboratively, so we will also continue to work with, and learn from others. We expect our approach to mitigating the risk of modern slavery to continue to evolve as we learn from our risk reviews, refine our practices, and further strengthen relevant capability in our businesses and functions.

In line with these expectations, bp Australia continues to:

- provide its employees with safe working conditions, as well as market-competitive terms and conditions of employment.
- conduct rigorous pre-employment checks and inductions.
- have policies and procedures in place designed to identify, investigate, and where appropriate, facilitate remediation of modern slavery, including human trafficking, slavery, forced or child labour.
- conduct internal training to improve staff awareness of modern slavery, human trafficking, and human rights risks.
- provide a channel for its employees, contractors, and suppliers and their workforces to report concerns and risks through bp's global helpline **OpenTalk**, administered by an independent company.
- articulate its position and expectation of its employees and contractors in line with our **code of conduct**, business and **human rights policy** and **labour rights and modern slavery principles**.

Joint ventures (JVs)

We seek to use our leverage, consistent with the UN Guiding Principles on Business and Human Rights to encourage JV operators to act in a manner consistent with the principles underlying the commitments set out in our human rights policy and LRMS principles. We monitor performance and how risk is managed in our JVs, whether we are the operator or not. In JVs where we are the operator, our OMS, code of conduct and other policies apply. When we are not the operator, our OMS is available as a reference point for our businesses when engaging with operators and other participants. We have a bp group framework to assess and manage our exposure related to safety and operational risk. including modern slavery risks, as well as bribery and corruption risk from our participation in non-operated JVs.

Risk assessment and due diligence

Risk management is an integral part of bp's system of internal control and bp has a risk policy which describes how risks are to be assessed and managed.

bp Australia has identified and assessed its modern slavery risks, identified the likelihood of these risks across our activities, assigned specific risk owners and identified appropriate measures to manage these risks as well as improvement opportunities. The risks and the effectiveness of risk management is monitored and reviewed on a quarterly basis at the ANZ LRMS Working Group meetings

Supplier due diligence

We have embedded due diligence and monitoring activities for suppliers assessed as having higher modern slavery risk. In 2025, we continued to apply our established sourcing and contracting controls, supported by ongoing refinements to our sourcing tool to improve the consistency and efficiency of risk screening for practitioners (including automated allocation of initial supplier risk ratings based on relevant risk inputs).

Our mandatory risk assessments undertaken during the sourcing process remain a key control designed to identify suppliers of goods or services that may require further due diligence and ongoing monitoring in relation to modern slavery.

Automation of identifying risk in the sourcing process

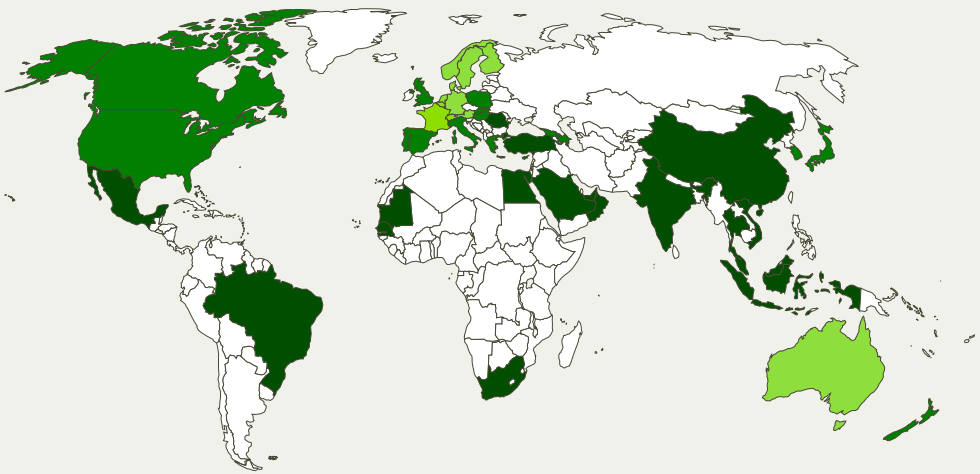
Sourcing activities use system controls to support the initial allocation of modern slavery risk, based on a combination of country and industry risk factors. The service category (where the service is delivered) and the goods category (where the product originates from) are considered.

In 2025, we continued to embed these controls and enhanced the supporting tool functionality to improve consistency of screening and reduce manual administrative steps.

Onboarding new suppliers

Suppliers classified as having a higher risk of modern slavery are required to provide documentary evidence of policies, processes and practices implemented to mitigate modern slavery risks. Evidence is assessed prior to contract award and, where required, corrective action plans are incorporated into contract obligations. These steps are embedded within our sourcing process.

Illustrative risk assessment heatmap of the main countries in which bp operates



High risk
Medium risk
Low risk

Monitoring existing suppliers

In 2025, bp Australia's mandatory risk assessment process reviewed suppliers providing onsite services(for both retail and corporate sites) identified as medium to high risk with respect to modern slavery determined by category and industry risk ratings. Risk classification is focussed on the presence of factors such as reliance on low-skilled labour, location of activity and use of recruitment agents within the industry. The outcomes from these risk monitoring activities enable a tiered approach to further interventions including for high-risk suppliers, escalation within ongoing contract management governance and surveying employees on their LRMS rights and protections.

Monitoring of medium to high-risk suppliers who provide services onsite are visible and reported within bp Australia's Health, Safety, Environment and Carbon compliance management platform, ISNetworld. The platform also provides ongoing desktop review of vendors' submitted policies related to modern slavery management.

In 2025 (consistent with our approach in 2024), bp Australia continued to:

- Hold routine discussions and exchanges on modern slavery risk management with first tier suppliers as part of active contract management.
- Seek the inclusion of mandatory modern slavery clauses in relevant contracting activity, including:
  - new contracts
  - extensions of contracts
  - variations to contracts

bp Australia's mandatory risk assessment and ongoing supplier analysis includes consideration of LRMS risk in around 500 sourcing cases a year. The outcome of this activity is the following three steps:

1. Identification of risk within the category of supply.
2. The request and review of supplier LRMS mitigation activities where appropriate.
3. Development and agreement of improvement plans where appropriate.

Where appropriate, further intervention can include interviews with management and desktop reviews of high-risk onsite suppliers. No such interventions were undertaken by bp Australia in 2025.

Questions focus on:

- Supplier policy, procedures and practices on modern slavery risk management.
- Supplier communications with their workforce on modern slavery.

Elements of supplier due diligence

Pre-contract due diligence

- Communicate our labour rights and modern slavery principles to suppliers
- Assess the level of risk
- Carry out evaluation on a prioritized basis
- Include appropriate contract clauses for the risks identified
- Agree corrective action plans if required

Post-contract due diligence

- Self-assessment questionnaire for first tier high risk suppliers not previously evaluated
- Conduct ongoing due diligence – including worker interviews and on-site assessments
- Remedy adverse impacts
- Work with suppliers to continuously improve performance

Actions to assess and address risks

Capability Development

bp Australia's capability development activities in 2025 included:

- Updating of internal LRMS training and awareness materials to align with current risk profile and to promote mitigation actions in place.
- Providing training to employees on our code of conduct, which covers elements of our human rights policy.
- Specific training for bp Australia's procurement teams, designed to help identify and manage modern slavery risks they may encounter during the procurement process, including during pre-contract supplier due diligence and contracting. We require this training to be completed by new joiners to bp Australia's procurement teams, followed by a regular refresh.
- bp's Working with Respect training completed by retail employees during induction. The training is focussed on the Working with Respect policy and appropriate channels, including EAP (Employee Assistant Program) and OpenTalk.
- Continuing a wellbeing program for retail employees in Australia and New Zealand with a focus on managing customer conflict and EAP awareness.

Compliance Programs

In 2025, bp Australia continued to work with the Australasian Convenience and Petroleum Marketers Association (ACAPMA) as a third-party auditor to undertake compliance assessments.

Dealer and Distributor

To address the risks identified in bp Australia's Dealer network, the majority of Dealer and Distributor sites are part of the Assisted Compliance Audit Program, delivered by the ACAPMA, where an external third-party auditor carries out checks on working conditions on site, including salary and right to work checks.

This program is a required condition for any new and renewed Dealer and Distributor contracts and includes counterparty due diligence for new independent Dealers and Distributors. bp Australia holds quarterly Dealer meetings to raise awareness, discuss any issues and agree remedy as needed. The Assisted Compliance Audit Program is further reinforced annually at the bp Australia Dealers and Distributor conference. Under each new and renewed Dealer and Distributor agreement, non-compliance with the Assisted Compliance Audit Program will constitute a material breach, giving bp Australia an opportunity to work with Dealers and Distributors on improvements, and the right to terminate the agreement.

In 2025, the bp Australia LRMS working group hosted a session with an ACAPMA representative, to enhance the group's understanding of the compliance assessments and alignment with bp frameworks.

Aviation

The assessment of modern slavery risk at regional air bp airport operations across Australia continues with ACAPMA. To facilitate the audit program, Airfield Representative (AR) Agreements include modern slavery clauses, the right of a third party appointed by bp to audit their business and provide bp with the right to terminate an agreement for the breach of these clauses. Modern slavery awareness training is delivered by bp with key ARs across Australia at scheduled intervals to ensure an understanding of LRMS risk indicators and the assistance available if required.

Trading

bp Australia works with bp's Supply, Trading & Shipping teams based in Singapore to manage fuel imports and power trading activities.

Our global trading business trades in energy and related products and supplies them to customers in over 140 countries. It assesses and seeks to address potential LRMS risk through a combination of counterparty due diligence, risk management processes, and relevant staff training. Counterparty due diligence of third parties includes corporate structure vetting, assessment of sanctions and any criminal activity, along with the monitoring of negative press and social media coverage. LRMS risks may also be identified, assessed and appropriate actions taken as part of trading's risk management processes. This includes in new business investment cases where these are required based on the scale and value of the opportunity.

Shipping

For Shipping, all chartering of vessels is managed by bp Supply, Trading & Shipping on behalf of bp Australia. Chartering involves a process of vetting and clearing which aims to review overall suitability for use. This includes a review of identifiable instances of worker welfare malpractice.

Independent assessments are undertaken globally of bp-operated and third-party vessels that bp charters. Such assessments include human rights issues including crew treatment and working conditions, as well as safety. These are performed within the Oil Companies International Marine Forum (OCIMF) through a Ship Inspection Report Programme (SIRE) (a series of inspections which includes Maritime Labour Convention status). Vessels on charter to bp are bound to comply with bp's charter party clause for human rights. For bp-operated vessels, in addition to the Designated Person Ashore (DPA), Speak Up tools are available to vessel crew members and vessels are equipped with satellite internet should crew members feel the need to report suspected abuses.

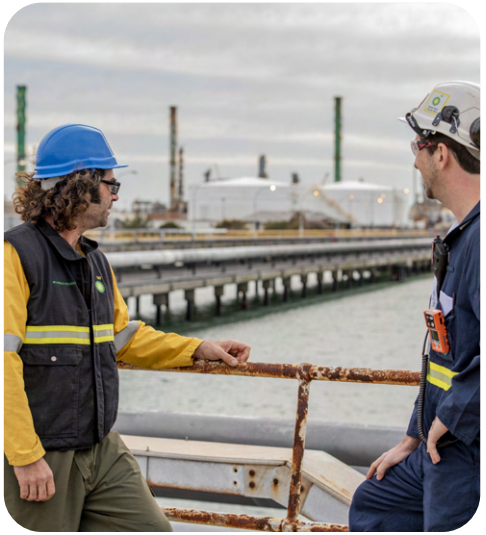
Separate to bp and industry-led actions, vessels are also routinely boarded by Port State Control inspectors who inspect them for violations, including with respect to LRMS issues, and have authority to detain a vessel in breach until the issue is resolved.

Contract Terms

To assist with the management of LRMS risk within our supply chain, modern slavery clauses continue to be included into new contracts as well as extensions and supply variations. This assists with the visibility, leverage and oversight of modern slavery risks within our supply chain.

Dealer participation in the bp Australia buying group allows bp Australia to set terms and manage modern slavery risks with retail suppliers. This includes, for example, the incorporation of LRMS risk mitigating contractual provisions into our commercial arrangements with buying group suppliers and supplier due diligence processes described earlier in this statement.

In 2025, all new distributor contract terms included LRMS clauses, approximately 30 agreements. The LRMS clauses are a program-required condition for any new and renewed Distributor and Distributor Supply Site contracts and include counterparty due diligence for new independent Distributor and Distributor Supplied Sites.



Remediation and grievance mechanisms

Where we identify that we have caused or contributed to modern slavery, we are committed to remedying or participating in the remedy of the impact of modern slavery on the individual(s). Our human rights policy states that we do not impede access to state-based judicial processes.

Remediation

If we consider that our contractors or suppliers have failed to act consistently with our expectations or with their obligations, then we try to work with them to resolve any issues and provide remedy for adverse human rights impacts in accordance with the UN Guiding Principles on Business and Human Rights. If a serious breach is found and no corrective action is taken, we reserve the right to terminate contracts.

Grievance mechanisms

We encourage a speak-up culture among employees, contractors and suppliers. In addition to requiring bp employees to report human rights abuses, we expect and encourage contractors, communities and other third parties to speak-up if they see something which they think could be unsafe or unethical.

At our sites, we help make sure that contractors and their workers are aware of our confidential and anonymous helpline OpenTalk and, where relevant, community complaints systems and workforce grievance mechanisms. Our code of conduct, which is provided to our suppliers and referred to in our standard supplier agreements, includes the details of OpenTalk. We promote the use of these channels with zero tolerance for retaliation and consider acts of retaliation to be misconduct.

Given the variety of matters our customer care representatives handle, training and education has been provided should any modern slavery concerns be raised via our Customer Care Line. Should this occur, the matter will be reviewed by the modern slavery working group to determine appropriate course of action, subject to local laws in relation to the management of such reports. Any urgent matters are raised directly to People and Culture (P&C) Partnering who are trained on the labour rights and modern slavery principles.

For Shipping, there is an additional active on-board grievance process for direct reporting pursuant to conformance with the International Safety Management code for bp-operated vessels, which requires a shore based Designated Person to be available to take grievance calls.

Assessing the effectiveness of our approach

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Assessing the effectiveness of our approach

The risk of modern slavery is a serious concern. We are working to improve our ability to identify, prevent and address LRMS issues.

bp Australia assesses its performance in relation to managing modern slavery risk via ongoing assessment and reporting to its LRMS working group quarterly meetings and ethics and compliance committee. bp Australia continues to take steps to strengthen its ability to identify, prevent and remedy concerns through the integration of LRMS principles into bp Australia's OMS training, risk reviews and enhanced contractual frameworks.

bp Australia has made progress on the focus areas set out in its 2024 modern slavery statement, and the bp Australia modern slavery working group continues to meet regularly to advance these focus areas.

bp Australia tests the effectiveness of its approach through its quarterly Australia and New Zealand LRMS working group meetings where agenda items include monitoring of training, ensuring procurement contracts have appropriate clauses and reviewing OpenTalk cases for evidence of LRMS grievances.

Within the Australia and New Zealand LRMS working group, key modern slavery risk priorities are evaluated in accordance with the risk action plans. This includes:

- Procurement of goods and services
- Product sourcing and shipping
- Staff labour rights and training
- Dealer conformance via ACAPMA reporting
- Speak up (grievance) monitoring and reporting

The Ethics and Compliance committee of senior executives within bp Australia provide oversight on LRMS performance and progress on the monitoring of effectiveness. This committee meets quarterly and is supported by the Australia and New Zealand LRMS working group, which includes representatives from a cross-section of bp businesses and functions in Australia and New Zealand.

Maintaining our progress

We know there is more work to do and that we achieve our best when we address the challenges we face through stakeholder and industry collaboration.

As bp Australia continues to strengthen the effectiveness of our approach, our focus areas include:

- Developing the capability and skillsets of contract-owners to identify LRMS risks.
- The promotion of bp's Respect at Work policy and channels for raising concerns such as OpenTalk, including references to OpenTalk in retail site handbooks.
- Learning from industry peers and leading suppliers on LRMS best practice .
- Continuing to monitor LRMS training modules for all supplier facing employees and senior leaders.
- Ongoing alignment with bp global standards and global governance.

Consultation and collaboration

This statement was prepared by the bp Australia modern slavery working group, which includes individuals from our businesses and functions such as procurement, people and culture, corporate affairs, health, safety, environment & carbon and legal with responsibility across Australia.

The statement has been prepared in consultation with each of the reporting entities outlined on page one, and their owned and controlled entities. Despite operational differences, bp Australia has a relatively centralised approach to working which is conducive to consultation.

Stakeholder collaboration and learning remains central to our approach as we work to continually strengthen our ability to assess and address modern slavery risks in our businesses and supply chains.

This Statement was reviewed by members of bp Australia's Country Leadership Forum, and senior representatives from the reporting entities and with internal consultation with owned and controlled entities, via the bp Australia modern slavery working group.

The statement was reviewed and approved by the boards of BP Australia Group Lty Ltd, Castrol Australia Pty Ltd, BP Energy Asia Pte Limited and BP Australia Supply Pty Limited.

Paul Augé
Country President, bp Australia

June 2026

This statement has been approved by the boards of BP Australia Group Pty Ltd, Castrol Australia Pty Ltd, BP Energy Asia Pte Limited and BP Australia Supply Pty Limited in compliance with the Australian Modern Slavery Act and signed by Paul Augé in his capacity as Country President of bp Australia and director of BP Australia Group Pty Ltd.

Cross reference to mandatory reporting criteria in the Modern Slavery Act 2018 (Cth)

Mandatory Criteria	Page
Identify the reporting entity; Details of approval by the relevant principal governing body or bodies; Describe the process of consultation with any entities that the reporting entity owns or controls	2, 17
Describe the structure, operations and supply chains of the reporting entity	5,6
Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	7
Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	9, 10, 11, 12, 13, 14
Describe how the reporting entity assesses the effectiveness of such actions	16
Include any other information that the reporting entity, or the entity giving the statement, considers relevant	17