

Human Rights Policy



CALTEX

Purpose

As Australia’s largest transport fuel supplier and one of its largest convenience retailers, we recognise that we have a role to play in respecting and advancing human rights.

Commitment

- Caltex is committed to conducting its business in a way that respects human rights, including our employees, customers, suppliers and the communities in which we operate.
- Our commitment to respect human rights is based on the International Bill of Human Rights and the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work, and our approach is based on the UN Guiding Principles on Business and Human Rights.

This policy is supported by commitments made in our Code of Conduct, Supplier Code of Conduct and other relevant policies.

Focus areas

We are focusing on three areas where respect for human rights is the most critical to the way we operate.

Supply chain	Employees and contractors	Community
Considering human rights and setting minimum expectations as part of sourcing and purchasing decisions	Providing a safe, secure and inclusive work environment free from discrimination, bullying and harassment, together with fair pay and labour conditions	Contributing to the social and economic development of the community in which we operate; working with communities to understand their priorities and concerns

Implementation

In implementing this policy we will:

- Undertake due diligence activities including risk assessments to identify, prevent and mitigate the impact of our operations on human rights including any form of child labour or slavery including forced labour.
- Engage and build relationships with stakeholders to inform and guide our approach.
- Measure and communicate our performance in relation to respecting human rights via our Sustainability Report and an annual Modern Slavery Statement.
- Provide grievance mechanisms through which stakeholders can raise human rights concerns.

Governance and accountability

- Our Policy applies to all employees, contractors and directors of Caltex Australia Limited and its wholly owned subsidiaries as well as those in our operated joint ventures. We will engage with business partners, suppliers and customers on our Human Rights commitments.
- The Board's Safety and Sustainability Committee will oversee the implementation of the Policy and supporting programs. The Caltex Leadership Team is accountable for directing the implementation of the Policy, together with providing oversight of progress, performance and reporting.

Review

- The Safety and Sustainability Committee will review this policy every two years, including the focus areas identified and recommend to the Board any amendment to the policy.

Document details

Document Owner	Executive General Manager, Legal and Corporate Affairs
Current Policy Approved by the Board	25 February 2019