

Statewide Oil	Modern Slavery Statement	Version No: Issue Date:	003 11th December 2025
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# 1. About

Perkal Pty Ltd (trading as Statewide Oil) is a family-owned business that has been operating for 40 years. We supply bulk and packaged Mobil Lubricants out of depots in Perth, Kalgoorlie, Adelaide, Melbourne and Sydney.

Our experience in lubrication distribution in Australia is second to none. We hold the distinct advantage of enjoying a long-term association with the leading global energy organisation, ExxonMobil. This enables Statewide Oil to deliver world-class technology in lubrication to our customers.

Our service to customers is fully integrated from sales and administration to warehousing and logistics. This means Statewide Oil is not only able to deliver the best service but also ensures that we are consistently adding value. As one of the largest lubricant distributors in the Asia Pacific region, we are highly regarded for our service capabilities as well as our ability to deliver innovative solutions to customers throughout Australia.

Our distributor teams are guided by the key principles of integrity, respect, achievement and innovation. These values drive our work culture and are key factors in achieving our vision. We measure success by customer satisfaction and ensuring our customers regard us not only as a supplier but as a key partner in their business.

At Statewide Oil, we are passionate about our work and are determined to deliver on our commitments to our customers. We own a large modern transport fleet including custom built trucks for bulk, drum and parcel deliveries which are operated by our company drivers. All metropolitan deliveries from our own depots are made by our transport teams, ensuring on-time deliveries.

Statewide Oil is committed to preventing and addressing modern slavery in all its forms. We recognise that modern slavery is a significant global issue, and we take our responsibility to preserve human rights seriously. We are committed to ensuring that all individuals involved in our operations and supply chains are treated with dignity and respect, and we strive to operate our business in a manner that is consistent with our values and principles.

# 2. Covered entities

*This section of the statement addresses the requirement of Section 16(1)(a) of the Modern Slavery Act 2018 by providing an overview of which entities are covered by the statement.*

Perkal Pty Ltd operates its lubricant distribution activities in Australia trading as Statewide Oil. Statewide Oil does not currently own or control any other operating entities. Therefore, no consultation under section 16(1)(f)(i) was required.

For the purposes of this statement, Statewide Oil is the reporting entity for the reporting period ending 30<sup>th</sup> June 2025. This is the third report issued by Statewide Oil and is intended to provide an update of the actions taken since our last report. There have been no changes to ownership since the last report.

### 3. Structure, operations and supply chain

*This section describes the structure, operations and supply chains of Statewide Oil according to 16(1)(b) of the Modern Slavery Act 2018.*

#### **Structure**

Statewide Oil has a flat organisational structure with the Managing Director overseeing strategic direction. Reporting directly to the Managing Director is the executive leadership team, consisting of the divisional General Managers and the Commercial Manager. Department Managers report to the executive team, and most employees report directly to a Department Manager.

We maintain centralised decision-making for strategic objectives, while encouraging cross-department collaboration through regular meetings and project-based initiatives to ensure operational efficiency. Our open-door policy supports transparent communication and rapid information flow.

#### **Operations**

Statewide Oil is a privately-owned company with its head office based in Welshpool, Western Australia. Statewide Oil has a national presence with offices and depots in Melbourne, Sydney, Adelaide, Perth and Kalgoorlie and employs over 79 staff across all sites. In 2025 we added an additional depot in St Mary's NSW which operates under the same policies and procedures as the rest of the organisation. This site employs 9 additional staff.

Statewide Oil distributes from 10 sites in Australia and New Zealand where it supplies products to customers; five are either company-owned or leased sites and five are operated from third-party sites.

#### **Supply Chain**

Our supply chain is both domestic and international and we utilise our own fleet alongside third-party transport providers to deliver products.

Statewide Oil purchases products from both Australia and internationally. In 2024/2025 Statewide Oil had approximately 480 suppliers. 80% of the value of purchases are lubricants, with the majority of the spend with one major supplier. The lubricants procured are manufactured in Australia, the United States of America, France and Singapore.

The remainder of the spend consists of a large number of small to medium providers of specialised product, capital equipment, logistics providers or service providers to our facilities.

Statewide Oil uses a mix of company-owned transport assets and experienced third-party logistics companies to deliver products throughout Australia and New Zealand. Our largest third-party provider has been in operation since 1981.

## 4. Assessing the risks of Modern Slavery practices

*This section describes the risks of modern slavery practices in the operations and supply chains of Statewide Oil as required under 16(1)(c) of the Modern Slavery Act 2018.*

### **Local Operations**

Statewide Oil assesses the risk of modern slavery in its own operations as low. All employees are covered by the National Employment Standards (NES) and relevant industry awards. Employees are paid above award rates. The use of child labour is strictly prohibited, and all employees meet the legal working age requirements in their respective jurisdictions.

From time-to-time Statewide Oil engages recruiting agencies to source personnel. Statewide Oil utilises the services of only well-known and reputable agencies with a clear policy regarding ethical recruitment practices.

### **Local Supply Chain**

The 2023 Global Slavery Index ranked Australia 149th out of 160 countries for estimated prevalence of modern slavery. While this indicates relatively low national risk, Statewide Oil engages suppliers in several higher-risk sectors including manufacturing, cleaning, catering, security, maintenance, travel and accommodation.

Many of the service providers to Statewide Oil are sole-proprietor or family-owned & operated local businesses who have longstanding relationships with Statewide Oil who we assess as being of low-risk.

Accommodation providers represent our highest domestic risk due to reliance on casual or seasonal workers, international students, migrants and temporary visa holders who may be vulnerable to exploitation. The tendency to outsource cleaning, laundry and maintenance can also reduce visibility over labour practices.

### **International Supply Chain**

The majority of our product is either purchased directly from overseas manufacturers or via the local affiliate of multinationals who manufacture both locally and overseas in locations including France, Singapore, South Korea and the United States of America. These locations have Global Slavery Index 2023 rankings of 139, 138, 117 and 122 respectively with respect to estimated prevalence of modern slavery.

According to the Global Slavery Index, the United States is considered a high-risk country for modern slavery, and several factors contribute to the prevalence of modern slavery in various industries. These factors range from socio-economic conditions and the demand for cheap labour to gaps in law enforcement, the presence of large migrant and undocumented populations and vulnerability within specific populations.

Both France and Singapore are considered to have a moderate-high risk of modern slavery practices; Singapore due to its high reliance on migrant labour, unethical recruitment practices and regulatory and legal gaps and France with contributing factors such as migrant exploitation, sex trafficking, forced labour in agriculture and construction, and vulnerable domestic workers.

South Korea is considered a moderate-risk country for modern slavery, and several factors contribute to the prevalence of modern slavery in various sectors. These factors include socio-economic conditions, vulnerabilities among specific populations such as migrant and temporary workers, women and children, and those in precarious employment, as well as

gaps in government response and regulatory oversight. In addition, South Korea's importation of goods from high-risk supply chains, such as electronics, garments, fish, and palm oil, can expose industries to forced labour and other forms of exploitation.

In 2025 we engaged several new providers with overseas workforces within our extended supply chain, notably the Philippines. The Philippines has a Global Slavery Index 2023 ranking of 36, which is considered to be an elevated risk, with several factors contributing to the prevalence of modern slavery across the country. These factors include socio-economic conditions, vulnerabilities among populations such as migrant and temporary workers, women and children, and individuals affected by displacement, climate-driven or conflict-related instability — as well as gaps in regulatory oversight and structural inequalities. Statewide Oil undertook appropriate due diligence prior to engagement to confirm they have robust modern slavery policies and practices in place. Notably, at least one provider has been recognised with awards for initiatives supporting employee well-being and workplace innovation. This review formed part of our commitment to responsible sourcing and ensured that each provider meets our expectations under applicable modern slavery legislation.

Although the inherent risks in the countries in which our overseas providers operate are considered moderate to high, our providers are multinational companies that actively publish information on their efforts to combat modern slavery and promote continuous improvement and accountability in line with global standards. These companies maintain strict governance frameworks and issue various reports and statements in accordance with legislative requirements.

## 5. Actions taken and Effectiveness

*This section describes the actions taken by Statewide Oil to assess and address modern slavery risks, including due diligence and remediation processes and to describe the processes of consultation according to sections (16(1)(d, e and f) of the Modern Slavery Act 2018.*

Our primary goal for 2025 was to identify a suitable ESG platform to assist us to map and engage directly with our supply chain to identify modern slavery risks and implement corrective actions – pleasingly, we have now identified and selected a suitable partner, with implementation of the platform planned for 2026. The platform selection was based on input and evaluation by core teams across the business assessing functionality, risk and strategic alignment which enabled us to choose a solution that best supports our organisational needs and ESG objectives.

Other actions taken in 2025 include;

- Review of relevant company procedures and policies commenced,
- Regular monitoring of complaints at monthly management meetings continued with no issues reported,
- Supply chain mapped to country level (tier one)

Development of training programs is incomplete and will continue in 2026.

Planned for 2026;

- Implementation of the selected ESG platform across the business,

- Launch first online modern slavery supplier risk assessment of suppliers using ESG platform,
- Finalise and roll out training program to all internal staff

Statewide Oil will continue to monitor the effectiveness of our actions at our monthly Senior Management Meeting which is attended by representatives of all departments at the most senior level of the organisation. At this meeting, any areas of concern raised via our complaint management systems (internal and external), whistleblower process or legislative reviews and other areas are discussed and actions identified. The overall progress of our continuous improvement activities is also monitored and tracked to ensure that the appropriate resources are available to ensure completion to planned timeline.

#### **Due Diligence**

Statewide Oil monitors risks to our local operations by conducting regular reviews of relevant legislation, policies, procedures and work practices are updated accordingly.

Statewide Oil also encourages all staff to report areas of concern either within our operations or our supply chain either directly through their manager or according to our Whistleblower Policy which supports confidentiality and non-retaliation.

There were no areas of concern raised via our complaint management system, whistle-blower process or legislative reviews during 2025. We are expecting that the implementation of the selected ESG platform planned for 2026 will provide greater visibility and oversight of our tier one suppliers and provide us with expanded risk assessment capabilities with the ability to more accurately quantify overall supply chain risk beyond our current limited criteria of company size, location, industry and ownership.

In 2025 we engaged several new providers with overseas workforces and undertook appropriate due diligence to confirm they have robust modern slavery policies and practices in place. No areas of concern were identified. This review formed part of our commitment to responsible sourcing and ensured that each provider meets our expectations under applicable modern slavery legislation.

#### **Remediation**

When suspicions of modern slavery practices come to our attention through whistle-blower or other channels Statewide Oil will report to the relevant authorities. Internally, a member of the senior leadership team will directly engage with the supplier and initiate a transparent, structured engagement by firstly outlining the concerns and referencing the expectations under the Modern Slavery Act (2018). A formal meeting would be conducted to assess the suppliers labour and human rights practices and due-diligence controls; suppliers would be expected to develop corrective actions with clear timelines for remediation. Statewide Oil would offer support where practicable. The Managing Director would be kept informed until matter is resolved. Where a supplier does not co-operate or fails to address the issues, the matter will be escalated through contractual mechanisms or reconsideration of the business relationship.

## 6. Other information

*This section includes other information that Statewide Oil considers relevant according to the requirements of 16(1)(g) of the Modern Slavery Act 2018.*

Statewide Oil is committed to increasing the awareness of modern slavery practices throughout its chain of operations and taking steps to prevent them where they may occur. We acknowledge that the improvement in the protection of human rights is a continuous process and one that Statewide Oil is committed to ensuring proper governance is in place to prevent.

Statewide Oil is committed to continual improvement regarding its policies, ethics and business operations to reduce modern slavery risks. Actions Statewide Oil intends to undertake in the FY 2026 period to improve its operations include:

- Implement ESG platform
- Launch first online supplier risk assessment and improve evaluation of modern slavery risk in the supply chain
- Finalise the update of employee induction and training process to include modern slavery awareness and roll out to all staff
- Complete the review of policies and procedures relevant to modern slavery

## 7. Principal governing body approval and signature

This Modern Slavery Statement is made in accordance with the Modern Slavery Act 2018 (Cth) for the financial year ending 30<sup>th</sup> June 2025. This Statement was approved by the Board of Directors of Statewide Oil in their capacity as the principal governing body of Statewide Oil on 30<sup>th</sup> October 2025.

This Modern Slavery Statement is signed by Todd Pearson in his role as the Managing Director of Statewide Oil on 11<sup>th</sup> December 2025.

A handwritten signature in blue ink, appearing to read 'Todd Pearson'.

Todd Pearson  
Managing Director