



Sustainability Data Supplement 2021

Helping people reach their destination



Sustainability Data Supplement 2021

Contents

1. About the Sustainability Data Supplement	03
2. Stakeholder engagement	04
3. Sustainability Performance Data	06
4. Climate risk and opportunity table	10
5. Taskforce on Climate-related Financial Disclosures (TCFD) content index	14
6. UN Sustainable Development Goals; alignment, activities, and focus areas	15
7. Global Reporting Initiative (GRI) content index	20
8. Glossary	24

Sustainability Data Supplement 2021

1. About the Sustainability Data Supplement

This Sustainability Data Supplement 2021 includes detailed information to support the disclosures made in our Annual Report 2021, which includes our Sustainability Report. Information presented in the Sustainability Data Supplement pertains to the sustainability performance of the consolidated entity ('the Group'), consisting of the Viva Energy Group Limited ('the Company') and its controlled entities for the year ended 31 December 2021 unless otherwise stated. All data prior to 2020 excludes Liberty Oil Holdings Pty Ltd (Liberty Oil Holdings) and Westside Petroleum Consolidated Holdings Pty Ltd.

The Sustainability Report 2021 is also provided as an extract version from the Annual Report 2021 titled 'Sustainability Report 2021', which is a direct excerpt from the Annual Report 2021, prepared with all page numbers remaining the same as they would appear in the Annual Report 2021.

All Health and Safety and Environment performance data are provided for the Group (including combined results inclusive of Liberty Oil Holdings), Viva Energy Group Ltd (excluding the results of Liberty Oil Holdings), and the Liberty Oil Holdings (reported separately). These results are disclosed in this format to provide an overview of the performance of the longstanding Viva Energy companies and the transition of Liberty Oil Holdings into the business since December 2019. All financial information is reported in Australian dollars.

Viva Energy has endeavoured to ensure the data in our 2021 sustainability disclosures is as accurate and up to date as possible to enable stakeholders to understand our performance and compare it to prior periods. We engaged an independent external assurance organisation, PricewaterhouseCoopers, to provide the Directors of Viva Energy with limited assurance on select sustainability performance metrics contained within the Sustainability Data Supplement 2021 and referenced in the Annual Report 2021. A copy of this assurance report can be found on pages 87-88 of the Annual Report 2021.

Our 2021 sustainability disclosures have been prepared with reference to the Global Reporting Initiative (GRI) Standards 2016 and supplementary GRI Oil and Gas Sector disclosure guidance, with the index located on page 20. We have also identified the UN Sustainable Development Goals (SDGs) that align with our focus areas and provide reference to these in our Sustainability Report 2021. We have provided an overview of our 2021 highlights, performance and actions for these nominated UN SDGs on page 15. We provide climate-related disclosures in alignment with the Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), with the disclosure index located on page 14.

Our 2021 sustainability reporting suite is available on our website



See our 2021 annual reporting suite at www.vivaenergy.com.au

- Annual Report 2021
- Sustainability Report 2021
- Corporate Governance Statement 2021
- Modern Slavery Statement 2021
- Taxes Paid Report 2021

Sustainability Data Supplement 2021

2. Stakeholder engagement

Our stakeholders are integral to our business and sustainability success, and their sustainability interests and concerns inform our materiality assessment and focus areas. We actively undertake transparent and constructive stakeholder engagement and consultation through formal and informal channels.

In the table below, we have identified stakeholder matters of interests in 2021 and the methods through which we engage with them. We use these engagement insights to understand the issues that most materially impact our business strategy and ability to create long-term value for our Company and stakeholders.

Stakeholder	How we engage	Key matters of interest in 2021
Employees and contractors	Townhall sessions, weekly CEO updates, Workplace by Facebook, Pulse and Engagement surveys, People Connect sessions, regular management meetings, leadership site visits, development plans and training.	<ul style="list-style-type: none"> • Health, safety and wellbeing • Training and development • Career development • Diversity and inclusion • Climate change and energy transition • Profitable and sustainable growth • Sexual harassment and bullying • Compensation and benefits • Flexible working
Business partners and suppliers	Regular meetings, targeted forums, media coverage, contractual provisions, and information sharing.	<ul style="list-style-type: none"> • Health, safety and wellbeing • Market growth • Compliance • Reputational risk • Fuel quality • Future fuel developments • Climate change and energy transition • Energy security • Fair contracts
Customers	Dedicated point of contact for large customers, Customer Service Hotline, Technical Services and Carbon Solutions support, Viva Energy website, social and traditional media platforms.	<ul style="list-style-type: none"> • Fuel quality • Legal (safety and environmental) compliance • Fuel pricing • Fuel standards • Future fuel developments • Climate change and energy transition • Energy security
Shareholders and investment community	Viva Energy website, social media platforms and investor centre, AGM, site tours, investor presentations including strategy day, regular meetings, ASX disclosures and announcements, and dedicated contacts.	<ul style="list-style-type: none"> • Profitable and sustainable growth • Risk management • Long-term shareholder value • Climate change and energy transition • Climate risk • Governance • Environment • Diversity and inclusion

Sustainability Data Supplement 2021

Stakeholder	How we engage	Key matters of interest in 2021
Local communities	Meetings, participation in community programs and partnerships, project consultation, dedicated liaison contacts, media and social media channels, Company website.	<ul style="list-style-type: none"> Local community engagement Licence to operate Community partnerships First Nations participation and reconciliation Employee participation Job and business opportunities
First Nations and Indigenous communities	Cultural awareness training, engagement with First Nations people on our business operations and projects, regular meetings with our community partners, NAIDOC and Reconciliation Week celebrations.	<ul style="list-style-type: none"> Community partnerships Cultural heritage impacts First Nations participation and reconciliation Employee education and participation
Industry participants and associations	Industry conferences, presentations, working groups and industry associations.	<ul style="list-style-type: none"> Policy advocacy and engagement Fuel security Climate change and energy transition Transport and energy infrastructure Fuel standards Future fuel developments
Governments and regulators	Meetings, regular updates, industry and trade discussions, advocacy, media, and social media channels.	<ul style="list-style-type: none"> Regulatory compliance Fuel security Socio-economic growth Revenue and taxes Climate change and energy transition Transport and energy infrastructure Fuel standards Future fuel developments Diversity and inclusion Fuel pricing
Non-Government organisations	Meetings, project consultation, media and social media channels, company website.	<ul style="list-style-type: none"> Climate change and energy transition Respect for human rights Contribution to local economies Future fuel developments Environmental performance
Media	Media releases, interviews, company reports, social platforms, ASX disclosures and announcements.	<ul style="list-style-type: none"> Access to timely, reliable and transparent information Fuel pricing Anti-competitive behaviour Corporate tax contributions Future fuel developments Energy security

Sustainability Data Supplement 2021

3. Sustainability performance data

	2017	2018	2019	2020	2021	Variance
Health, safety and wellbeing¹						
Personal safety						
Viva Energy Group (excluding Liberty Oil Holdings)						
Total Exposure Hours (million)	5.55	6.24	6.38	5.27	5.07	-0.20
Total Fatalities and Permanent Disability	0	1	0	0	0	0
Total Lost Time Injuries / Frequency Rate (per million hours)	5 / 0.9	7 / 1.12	9 / 1.41	6 / 1.14	10 / 1.97	+4 / +0.83
Employees	4	4	5	3	2	-1
Contractor	1	3	4	3	8	+5
Total Recordable Injuries / Frequency Rate (per million hours)	25 / 4.51	36 / 5.77	29 / 4.55	19 / 3.61	34 / 6.70	+15 / +3.09
Employee	12	14	13	7	19	+12
Contractor	13	22	16	12	15	+3
Total High Potential Near Miss Incidents	69	87	89	87	125	+38
Reported Total Life Saving Rule Breaches	28	32	37	17	25	+8
Liberty Oil Holdings						
Total Exposure Hours (million)	NR	NR	NR	0.33	0.32	-0.01
Total Fatalities and Permanent Disability	NR	NR	NR	0	0	0
Total Lost Time Injuries / Frequency Rate (per million hours)	NR	NR	NR	6 / 18.24	4 / 12.50	-2 / -5.74
Total Recordable Injuries / Frequency Rate (per million hours)	NR	NR	NR	10 / 30.40	5 / 15.63	-5 / -14.77
Total High Potential Near Miss Incidents	NR	NR	NR	0	11	+11
Reported Total Life Saving Rule Breaches	NR	NR	NR	NR	36	-
Viva Energy Group						
Total Exposure Hours (million)	NR	NR	NR	NR	5.39	-
Total Fatalities and Permanent Disability	NR	NR	NR	NR	0	-
Total Lost Time Injuries / Frequency Rate (per million hours)	NR	NR	NR	NR	14 / 2.60	-
Employees	NR	NR	NR	NR	2	-
Contractor	NR	NR	NR	NR	12	-
Total Recordable Injuries / Frequency Rate (per million hours)	NR	NR	NR	NR	39 / 7.24	-
Employee	NR	NR	NR	NR	19	-
Contractor	NR	NR	NR	NR	20	-
Total High Potential Near Miss Incidents	NR	NR	NR	NR	136	-
Reported Total Life Saving Rule Breaches	NR	NR	NR	NR	61	-

Sustainability Data Supplement 2021

	2017	2018	2019	2020	2021	Variance
Health, safety and wellbeing¹ continued						
Process safety						
Viva Energy Group (excluding Liberty Oil Holdings)						
Total Tier 1 / Tier 2 Process Safety Events	0 / 3	0 / 4	0 / 2	1 / 2	1 / 3	0 / +1
Liberty Oil Holdings						
Total Tier 1 / Tier 2 Process Safety Events	NR	NR	NR	0 / 0	0 / 0	0 / 0
Viva Energy Group						
Total Tier 1 / Tier 2 Process Safety Events	0 / 3	0 / 4	0 / 2	1 / 2	1 / 3	0 / +1
Climate change and energy						
GHG Emissions						
Total GHG Emissions (Scope 1 and 2) (tCO ₂ -e)	1,328,985	1,392,568	1,430,837	1,282,597	1,201,725	-6.3%
Total Scope 1 (tCO ₂ -e)	1,032,422	1,061,632	1,113,911	1,000,445	932,077	-6.8%
Refining (tCO ₂ -e)	1,020,905	1,050,846	1,101,920	985,025	912,667	-7.3%
Non-refining (tCO ₂ -e)	11,517	10,786	11,991	15,420	19,410	+25.9%
Total Scope 2 (tCO ₂ -e)	296,563	330,936	317,082	282,152	269,648	-4.4%
Refining (tCO ₂ -e)	258,586	290,158	276,423	246,632	235,248	-4.6%
Non-refining (tCO ₂ -e)	37,977	40,778	40,659	35,520	34,400	-3.2%
Total Scope 3 (tCO ₂ -e)	NR	NR	NR	NR	35,572,492	-
Total Scope 1 Breakdown (tCO₂-e)						
CO ₂	1,020,678	1,048,368	1,100,806	988,524	919,297	-7.0%
CH ₄	8,528	10,017	9,823	8,860	10,003	+12.9%
N ₂ O	1,824	1,855	1,945	1,669	1,385	-17.0%
Other ²	1,392	1,392	1,337	1,392	1,392	0%
Emissions Intensity – Geelong Refinery (tCO ₂ -e/TJ)	NR	NR	5.13	5.07	5.03	-0.79%
Energy						
Total Energy consumed (GJ)	252,921,300	257,597,649	273,422,163	253,053,218	247,016,673	-2.4%
Refining	252,546,619	257,229,974	273,059,170	252,652,818	246,585,360	-2.4%
Non-refining	374,681	367,675	362,993	400,400	431,313	+7.7%
Energy Intensity Index – Geelong Refinery	NR	NR	112.4	123.9	118.1	-5.8
Environment						
Environmental Non-Compliance Sanctions	2	0	0	0	1	+1
Spills						
Viva Energy Group (excluding Liberty Oil Holdings)						
Loss of Primary Containment (LOPC) >100kg	26	29	29	19	19	0
Spill to Environment >100kg	4	3	3	6	1	-5
Significant Spill	4	3	2	3	1	-2

Sustainability Data Supplement 2021

	2017	2018	2019	2020	2021	Variance
Environment continued						
Spills continued						
Liberty Oil Holdings						
Loss of Primary Containment (LOPC) >100kg	NR	NR	NR	3	2	-1
Spill to Environment >100kg	NR	NR	NR	2	1	-1
Significant Spill	NR	NR	NR	0	0	0
Viva Energy Group						
Loss of Primary Containment (LOPC) >100kg	NR	NR	NR	NR	21	-
Spill to Environment >100kg	NR	NR	NR	NR	2	-
Significant Spill	NR	NR	NR	NR	1	-
Significant air emissions – Geelong Refinery³						
Volatile Organic Compounds (kg)	679,438	632,076	565,700	524,271	557,746	+6.4%
NOx (kg)	546,251	542,949	472,172	334,744	466,608	+39.4%
SOx (kg)	1,685,843	1,702,719	3,164,355	3,680,151	2,275,493	-38.2%
Water consumption – Geelong Refinery³						
Potable water consumption (ML)	592	366	241	261	318	+21.8%
Sea water consumption (ML)	100,076	118,192	107,299	85,296	110,319	+29.3%
Recycled water consumption (ML)	1,191	1,179	1,197	1,053	1,090	+3.5%
Waste – Geelong Refinery³						
Total Hazardous Waste generated (Tonnes)	463,817	589,439	550,969	566,885	523,703	-7.6%
Hazardous Waste diverted from landfill (Tonnes)	463,331	588,576	550,066	566,436	522,959	-7.7%
Total Non-hazardous Waste generated (Tonnes)	1,693	2,495	680	612	630	+2.9%
Non-hazardous Waste diverted from landfill (Tonnes)	1,504	2,232	500	378	323	-14.6%
Our people						
Total Employees	NR	1,273	1,320	1,419	1,447	+28
Gender Split (Male / Female) (%)	NR	78 / 22	76 / 24	76 / 24	74 / 26	-2 / +2
Total Employees in permanent full-time roles	NR	1,126	1,139	1,227	1,232	5
Employees in permanent full-time roles (Male / Female) (%)	NR	81 / 19	81 / 19	80 / 20	78 / 22	-2 / +2
Total Employees in permanent part-time roles	NR	100	111	116	127	+11
Employees in permanent part-time roles (Male / Female) (%)	NR	35 / 65	38 / 62	41 / 59	39 / 61	-2 / +2
Total Employees in full-time fixed term contracts	NR	22	35	27	37	+10
Employees in full-time fixed term contracts (Male / Female) (%)	NR	86 / 14	69 / 31	48 / 52	65 / 35	+17 / -17
Total Employees in part-time fixed term contracts	NR	1	13	4	7	+3

Sustainability Data Supplement 2021

	2017	2018	2019	2020	2021	Variance
Our people continued						
Employees in part-time fixed term contracts (Male / Female) (%)	NR	0 / 100	0 / 100	0 / 100	0 / 100	0 / 0
Total Employees as casuals	NR	24	22	45	44	+1
Employees as casuals (Male / Female) (%)	NR	100 / 0	100 / 0	91 / 9	84 / 16	-7 / +7
Voluntary Employee turnover (%)	NR	5	6	5	9.5	+4.5
Voluntary Employee turnover (Male / Female) (%)	NR	74 / 26	67 / 33	70 / 30	72 / 28	+2 / -2
Board of Directors (Male / Female) (%)	NR	71 / 29	71 / 29	71 / 29	71 / 29	0 / 0
Senior Leadership Group (Male / Female) (%)	NR	59 / 41	61 / 39	59 / 41	56 / 44	-3 / +3
New Hires (Male / Female) (%)	NR	68 / 32	60 / 40	70 / 30	64 / 36	-6 / +6
Internal Promotions (Male / Female) (%)	NR	76 / 24	74 / 26	81 / 19	62 / 38	-19 / +19
Total Employees who took Primary Parental Leave (Male / Female)	NR	NR	NR	24 / 28	27 / 35	+3 / +7
Total Employees who took Secondary Parental Leave (Male / Female)	NR	NR	NR	32 / 0	23 / 0	-9 / 0
Total Employees who did not return to work after Primary Parental Leave (Male / Female) ⁴	NR	NR	NR	0 / 1	0 / 0	0 / -1
Employees under 30 years old (%)	NR	NR	NR	NR	5	-
Employees between 30-50 years old (%)	NR	NR	NR	NR	51	-
Employees over 50 years old (%)	NR	NR	NR	NR	44	-
Employees covered by collective bargaining agreements (%)	NR	NR	NR	NR	32	-
Gender Pay Gap (%)	NR	NR	NR	7.6 ⁵	3.6 ⁵	-
Our community						
Good Deeds Completed	NR	1,054	1,018	576	220	-356

1. Health and Safety and Environment performance data results are provided for the Viva Energy Group Ltd (including combined results inclusive of Liberty Oil Holdings), Viva Energy Group (excluding the results of Liberty Oil Holdings), and the Liberty Oil Holdings (reported separately). These results are disclosed in this format to provide overview of the performance of the longstanding Viva Energy companies and the transition of Liberty Oil Australia into the business since December 2019. All Personal Safety criteria definitions used are in line with US OSHA guidelines; and all Process Safety criteria are defined as per API RP 754. All definitions can be found within the Glossary on page 24.
2. Other greenhouse gases include HFCs, PFCs, SF₆ and NF₃.
3. Geelong Refinery accounts for the majority of the Viva Energy Group's air emissions, water withdrawal and waste generation. This data is for the 1 July 2020 – 30 June 2021 period.
4. Number of employees who did not return to work after primary parental leave (i.e. due to voluntary or involuntary termination).
5. The reported gender pay gap for the Group in 2020 is based on the figures reported by WGEA for the 2019-20 reporting period. For 2021, the gender pay gap has been calculated internally for the 2020-21 reporting period. Due to the different methodologies used between 2020 and 2021 reports, these figures are not directly comparable. For more information please refer to the Glossary on page 25 and our WGEA reports available at vivaenergy.com.au/investor-centre/company-reports.

Sustainability Data Supplement 2021

4. Climate risk and opportunity table

We undertake climate scenario analysis to better understand potential climate transition pathways, the climate-related risks and opportunities our business could be exposed to, and the resilience of our business under the climate scenarios assessed.

Potentially significant climate-related risks and opportunities identified in our climate scenario analysis work are summarised below.

Climate scenario characteristics and time horizons are described in our Sustainability Report 2021 (pages 45 to 46).

Risk/opportunity type	Description	Scenarios and time horizons where potentially significant	Our strategic response
Transition Risk – Policy	Climate policies, such as carbon emission pricing and low emissions fuel standards, leading to increases in operational and capital expenditure and decrease in revenue.	Medium term in Aggressive Mitigation and, to a lesser degree, Disorderly Mitigation , with impact increasing in longer term	<ul style="list-style-type: none"> • We monitor Government climate policy developments, actively engage in policy consultation process, and evaluate how potential changes will affect us. • We advocate the importance of local refining capability for national fuel security, and for recognition of emissions-intensive trade-exposed businesses in climate policy. • We apply a shadow carbon price in our capital investment evaluation to assess potential future carbon price exposure. • We have set emissions reduction goals for our operations, including a Net Zero by 2050 ambition. • Our business strategy includes pursuing opportunities to develop lower-carbon intensity fuels.
Transition Risk – Market/Policy/Technology	Changing consumer preferences and patterns away from traditional fuels, such as the adoption of electric vehicles, enabled by Government policy and technology advancements, leading to decrease in fuel revenue in our Retail business.	Medium term in Aggressive Mitigation and, to a lesser degree, Disorderly Mitigation , with impact increasing in longer term	<ul style="list-style-type: none"> • We monitor consumer trends, Government policy developments, and technology advancements, and factor these into our future business planning. • We are rolling out EV charging infrastructure at selected service stations with a third-party partner to ‘test-and-learn’. • Our Retail business strategy is to transition to a fully integrated Fuel and Convenience retailer, as we believe that exposure to the convenience market will become increasingly important as mobility and convenience needs expand.
Transition Risk – Market	Increased market pressures for our commercial customers to decarbonise leading to reduced demand for traditional fuel products, decreasing revenue in our Commercial business.	Medium term in Aggressive Mitigation and Disorderly Mitigation , with impact increasing in longer term, particularly in Aggressive Mitigation	<ul style="list-style-type: none"> • We supply a diverse portfolio of products to a wide range of customer/industry segments which are expected to have different transition rates and pathways, providing staggered resilience for our business. • We are collaborating with partners and piloting emerging alternative fuels and new energies, including biofuels, hydrogen and biomethane. • We are developing a New Energies Service Station at Geelong – expected to be Australia’s first publicly accessible, commercially sized hydrogen refuelling station for heavy road transport alongside EV charging. • We launched our Carbon Solutions customer offering in 2021 to partner with our Commercial customers in achieving their decarbonisation goals, through lower emissions energy products and technology.

Sustainability Data Supplement 2021

Risk/opportunity type	Description	Scenarios and time horizons where potentially significant	Our strategic response
Transition Risk – Legal/Reputation	Increased exposure to legal action as stakeholder scrutiny over emissions-intensive industries grows, increasing operational expenditure and reputational damage.	Short to medium term in Aggressive Mitigation	<ul style="list-style-type: none"> • We have set emissions reduction goals for our operations, including a Net Zero by 2050 ambition. • Our business strategy includes pursuing New Energies development opportunities and partnering with our Commercial customers to play an active role in the low-carbon energy transition. • We monitor climate legal action developments and frameworks through our internal legal team and external advisors.
Transition Risk – Market/Reputation	Increased investor and lender scrutiny / action (such as shareholder resolutions and negative screening) on emissions-intensive industries, resulting in increased cost of capital, divestments, and increased variability in our stock price.	Medium term in Aggressive Mitigation and Disorderly Mitigation , with impact increasing in longer term, particularly in Aggressive Mitigation	<ul style="list-style-type: none"> • We have adopted the TCFD recommendations for disclosure to provide transparency and demonstrate to stakeholders our understanding of climate risk and linkages to our business strategy. • We conduct shareholder, proxy advisor and lender engagements to exchange perspectives in relation to ESG matters, including climate change.
Transition Risk – Reputation	Reduced ability to attract and retain talent leading to increasing operational expenditure due to reputational volatility in emissions-intensive industries and shifting labour force preferences.	Medium to long term in Aggressive Mitigation , and long term in Disorderly Mitigation	<ul style="list-style-type: none"> • We are positioning the Group to be an active participant in the low-carbon energy transition with Net Zero ambitions. • Initiatives such as the Geelong Energy Hub, wider New Energies developments, and Carbon Solutions are increasingly providing significant development opportunities for present and prospective employees.
Physical Risk – Chronic	Increased frequency of flooding associated with rising sea levels at Geelong Refinery and coastal fuel terminals, resulting in asset damage (increased costs) and disrupted operations (decreased revenue).	Medium to long term in Limited Mitigation and Disorderly Mitigation for the refinery, and long term in Limited Mitigation for coastal terminals	<ul style="list-style-type: none"> • We have Emergency Response plans in place at our facilities, and Business Continuity Plans for our overall operations and supply chains. • We continuously assess and renew our asset integrity programs, including to adapt to changed circumstance, to ensure reliable and continuous supply. • We consider physical climate risks when developing significant projects, e.g., a risk assessment on the proposed Gas Terminal project was undertaken in 2021.
Physical Risk – Acute	Increased frequency and severity of extreme weather events (storms, cyclones, floods, heatwaves) resulting in asset damage, supply chain disruption, and increased stormwater management requirements at the refinery and terminals.	Short, medium and long term for the refinery, and to a lesser extent our fuel terminals, in Limited Mitigation and Disorderly Mitigation , with impact increasing in longer term	<ul style="list-style-type: none"> • We implement and periodically review our asset integrity programs to maintain their resilience to changing environmental conditions. • We periodically review the effectiveness of our stormwater management procedures and infrastructure and upgrade where necessary – e.g., Geelong Refinery stormwater infrastructure upgrades planned in 2022.

Sustainability Data Supplement 2021

Risk/opportunity type	Description	Scenarios and time horizons where potentially significant	Our strategic response
Opportunity	Increased demand for infrastructure for the distribution of hydrogen, for EVs (via charging infrastructure), and grid stability systems in response to the uptake of small-scale renewables, creating new revenue streams for our Retail network.	Medium term in Aggressive Mitigation and Disorderly Mitigation , with opportunity increasing in the longer term	<ul style="list-style-type: none"> • We are installing EV charging infrastructure at selected service station sites to 'test-and-learn'. • We are developing a New Energies Service Station at Geelong that includes EV charging and onsite green hydrogen production and refuelling for heavy road transport applications.
Opportunity	Increased demand in our Commercial customer segments for low emissions advanced fuels such as biodiesel, Sustainable Aviation Fuel (SAF), biomethane and hydrogen, creating new and enhanced revenue streams.	Medium to long term in Aggressive Mitigation and Disorderly Mitigation	<ul style="list-style-type: none"> • We are closely monitoring developments across key alternative fuel areas, and maintaining a presence on energy forums, industry groups and peak advocacy bodies. • We are developing Hydrogen for transport refuelling solutions in collaboration with strategic partners such as Hyzon Motors and key customers, focused on the heavy transport sector. • We have signed a partnership agreement with Waga Energy for biomethane (landfill) gas off-take. • We supply biofuels via our Retail network where mandated, and are developing options for bio and renewable fuels for our Commercial markets.
Opportunity	Increased demand for lower emissions energy sources resulting in potential growth opportunities for the Geelong Energy Hub, including the planned Gas Terminal to import liquefied natural gas (LNG) as a transition fuel.	Medium to long term in Aggressive Mitigation and Disorderly Mitigation , although less opportunity for LNG in long term in Aggressive Mitigation	<ul style="list-style-type: none"> • We are progressing our plans for the Geelong Energy Hub to support the lower carbon energy transition, while underpinning the future of the Geelong Refinery. • Specific projects expected to progress to FID in 2022 include the Gas Terminal, Solar Farm and the New Energies Service Station at Geelong. • We conducted plasticrude feedstock trials at the Geelong Refinery in 2021, and are undertaking an assessment of bio and waste feedstock co-processing opportunities to produce lower-carbon intensity fuels and participate in the circular economy. • We are looking at opportunities to re-purpose other strategic assets.
Opportunity	Increased affordability of renewable energy and electricity (self-generated or via PPA), and energy-efficient technology, for use in our refinery and our terminals, resulting in reduced operational expenditure.	Medium to long term in Aggressive Mitigation and Disorderly Mitigation , with some opportunity in short term for renewable electricity	<ul style="list-style-type: none"> • We have an electricity pricing Power Purchase Agreement (PPA) with a wind farm Acciona – Mt Gellibrand) for a third of Geelong Refinery's electricity load. • We have assessed the feasibility of a solar farm at the Geelong Refinery, with final investment decision planned for 2022. • We are investigating opportunities to secure PPAs or renewable energy certificates for our non-refining electricity consumption.

Sustainability Data Supplement 2021

Risk/opportunity type	Description	Scenarios and time horizons where potentially significant	Our strategic response
Opportunity	Changes in the regulatory environment resulting in an increase in accessibility to generate and sell carbon offsets, and increased market demand from decarbonisation pressures for fuel certified as carbon neutral (through offsets), resulting in potential revenue (customer demand) or cost reduction (through offsetting of own emissions liability) opportunities.	Medium term in Aggressive Mitigation and Disorderly Mitigation	<ul style="list-style-type: none"> • We are actively assessing carbon farming investment opportunities to support our own and customer future offset requirements. • We have registered an emissions reduction project at the Geelong Refinery under the Government’s Emissions Reduction Fund, with potential to generate carbon credits. • We have launched our first carbon neutral fuel (Jet A1) under the Climate Active program, underpinned by high integrity offsets, and will be expanding our carbon neutral product offering in 2022. • We have established a trading desk to access international and domestic offset markets.



Sustainability Data Supplement 2021

5. Taskforce on Climate-related Financial Disclosures (TCFD) content index

To guide our approach to understanding the risks and opportunities associated with climate change, and provide transparency on this to our stakeholders, we align our disclosures to the Taskforce on Climate-related Financial Disclosures (TCFD) framework.




Reference mapping of our disclosures against the core TCFD recommendations is provided in the following table.

TCFD element	TCFD recommended disclosures	Disclosure location
Governance	(a) Describe the board's oversight of climate-related risks and opportunities.	Sustainability Governance – Sustainability Report, Annual Report 2021 (pages 85 to 86)
	(b) Describe management's role in assessing and managing climate-related risks and opportunities.	Sustainability Governance – Sustainability Report, Annual Report 2021 (pages 85 to 86)
Strategy	(a) Describe the climate-related risks and opportunities the organisation has identified over the short, medium, and long term.	Scenario Analysis – Sustainability Report, Annual Report 2021 (pages 45 to 46) Risk Management – Operating and financial review, Annual Report 2021 (page 28) Climate risk and opportunity table – Sustainability Data Supplement 2021 (pages 10 to 13)
	(b) Describe the impact of climate-related risks and opportunities on the organisation's businesses, strategy, and financial planning.	Climate Risks and Opportunities – Sustainability Report, Annual Report 2021 (page 47) Our Strategy for Climate Change and the Energy Transition – Sustainability Report, Annual Report 2021 (pages 48 to 51)
	(c) Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Our Strategy – Operating and financial review, Annual Report 2021 (pages 14 to 15) Our Strategy for Climate Change and the Energy Transition – Sustainability Report, Annual Report 2021 (pages 48 to 51) Scenario Analysis – Sustainability Report, Annual Report 2021 (pages 45 to 46)
Risk management	(a) Describe the organisation's processes for identifying and assessing climate-related risks.	Risk Management – Operating and financial review, Annual Report 2021 (page 24) Risk Management – Sustainability Report, Annual Report 2021 (page 45)
	(b) Describe the organisation's processes for managing climate-related risks.	Risk Management – Operating and financial review, Annual Report 2021 (page 24) Risk Management – Sustainability Report, Annual Report 2021 (page 45)
	(c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	Risk Management – Sustainability Report, Annual Report 2021 (page 45)
Metrics and targets	(a) Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.	Operational Emissions – Sustainability Report, Annual Report 2021 (pages 52 to 55) Resource Efficiency and the Circular Economy – Sustainability Report, Annual Report 2021 (page 64) Group Performance and 2021 Remuneration Outcomes – Remuneration report, Annual Report 2021 (page 101) Shadow Carbon Pricing – Sustainability Report, Annual Report 2021 (page 47)
	(b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Operational Emissions – Sustainability Report, Annual Report 2021 (pages 52 to 53) Scope 3 Emissions – Sustainability Report, Annual Report 2021 (pages 54 to 55) Sustainability performance data – Sustainability Data Supplement 2021 (page 7)
	(c) Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.	Emissions Reduction Commitments – Sustainability Report, Annual Report 2021 (page 53) Target Setting Approach – Sustainability Report, Annual Report 2021 (page 54)

Sustainability Data Supplement 2021

6. UN SDG alignment, activities and focus areas

Viva Energy supports the United Nations (UN) Sustainable Development Goals (SDGs), a call for global action that aligns with our efforts to drive sustainable outcomes across our business. Key highlights on the SDG alignment with our focus areas and our 2021 performance and actions are detailed in the table below.

UN SDGs	Focus area	2021 Performance and actions
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Ensure healthy lives and promote wellbeing for all at all ages</p> <p>Health, safety and wellbeing Our people</p>	<ul style="list-style-type: none"> Our Health, Safety, Environment and Security Policy details our commitment to achieving Goal Zero through the provision of effective Health, Safety, Security and Environment (HSSE) management systems and processes across all our operations and worksites. We are protecting our employees against non-communicable diseases through proactive wellbeing strategies, fitness to work assessments, and ongoing health surveillance. We are also supporting the protection of our workers against infectious diseases via our annual flu vaccination program and by incentivising COVID-19 vaccination from the outset of the national vaccination program. We recently reviewed and updated our Drug and Alcohol Policy and expanded our random testing program to further facilitate the identification of workers in need of treatment and support. We proactively support the mental health and wellbeing of our employees through mental health awareness training, People Connect sessions, the Uprise App and our Employee Assistance Program (EAP). We have also recently developed a Wellbeing strategy to build on our existing mental health and wellbeing support framework. We are committed to improving road safety for our sector through joint venture ownership of the Safe Load Pass program, which provides training, assurance and vehicle compliance programs across the industry that loads, transports, and delivers petroleum products nationally. We are committed to minimising the potential health impacts from products and operations through the supply of low aromatic fuel (LAF) to northern regional Australia and supporting fuel standards (including the introduction of Ultra Low Sulphur gasoline) and mitigating the health impacts of air emissions and effluent discharges from operations. Our community program supports good health and wellbeing through our new national partnerships and through promoting our workplace giving with charities focused on health and wellbeing organisations.
 <p>4 QUALITY EDUCATION</p>	<p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p> <p>Our people Our community</p>	<ul style="list-style-type: none"> We invest in workforce education, training and technical programs and ensure our employees have regular development conversations and effective development plans in place to support their career growth. Our graduate and apprenticeships programs provide opportunities for young people to access and secure meaningful careers at Viva Energy. We promote education by supporting young people through our community program and partnerships.
 <p>5 GENDER EQUALITY</p>	<p>Achieve gender equality and empower all women and girls</p> <p>Our people</p>	<ul style="list-style-type: none"> Our Inclusion and Diversity Policy reflects our commitment to continuing to develop practices, programs and initiatives that remove barriers and assist with improving diversity at all levels of the business. We are seeking equal representation of women and men across our business, including in management roles, and have signed up to the 40:40 Vision led by HESTA committing to achieving at least 40% male and 40% female representation within our Executive Team by 2030. We have an ongoing program to improve the representation of women in all parts of our business and ensure that they receive the same remuneration and career enhancement opportunities as their male counterparts. We are recognised by the Workplace Gender Equality Agency as an Employer of Choice, with a focus on closing the gender pay gap and providing equal opportunities for our people. To progress our pipeline of female talent, our inaugural graduate program is based on a 50/50 gender recruitment target. Our community program supports women in sport through the AFLW sponsorship, Racing together – which encourages female participation.

Sustainability Data Supplement 2021

UN SDGs		Focus area	2021 Performance and actions
 <p>6 CLEAN WATER AND SANITATION</p>	<p>Ensure availability and sustainable management of water and sanitation for all</p>	<p>Environment</p>	<ul style="list-style-type: none"> • We utilise shared-use water infrastructure for water recycling and recovery at Geelong Refinery – Northern water treatment plant (operated by Barwon Water). This ensures 100% of wastewater generated by the Geelong Refinery is sent for water treatment and recycled water is sent back to the refinery for reuse – with almost 80% of overall freshwater water consumption from recycled source. • The design of the proposed Gas Terminal Project includes the recycled seawater needed for the floating gas terminal through the refinery, as the two systems use a similar amount of water. Seawater will be drawn from Corio Bay to warm the cold liquid gas, as LNG is processed aboard the floating gas terminal and then sent to the refinery for use as cooling water. • Environmental risks to soil and groundwater for all operations are managed to ensure impacts to water resources are minimised.
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>Ensure access to affordable, reliable, sustainable and modern energy for all</p>	<p>Climate change and the energy transition Economic contribution</p>	<ul style="list-style-type: none"> • We are committed to making the lower-carbon energy transition – through investment and development of future fuels and mobility such as biofuels, waste to energy opportunities, biomethane, electric mobility, and hydrogen. • The Fuel Security Package – ensures the long-term viability of refining in Australia and securing the country’s broader energy security. • Through the proposed Gas Terminal project we would secure South-eastern Australia’s natural gas supply and avoid the projected short-fall in the coming years. • We are improving energy efficiency in our operations and production – through implementation of an ISO15001 Energy Management System and the implementation of the Geelong energy masterplan and an energy efficiency program for supply chain operations. • The introduction of ultra-low sulphur gasoline (ULSG) fuel standards will also see upgrades for energy efficiency improvements at the Geelong Refinery; and potentially work towards further harmonisation with Euro 6 vehicle emissions standards.
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<p>Economic contribution Our people Our community</p>	<ul style="list-style-type: none"> • \$484.2M Group Underlying EBITDA (RC) and \$191.6M Underlying NPAT (RC). • Our Reconciliation Action Plan (RAP) increases opportunities for First Nations businesses to bid for contracts supplying goods and services to Viva Energy. We are also a Supply Nation member. • We respect the human rights of our employees and provide them with safe working conditions and competitive terms and conditions of employment. • We support fundamental human rights and the prevention of human slavery and human trafficking. Viva Energy has a robust Human Rights Policy, and has implemented procedures to identify, investigate and act in relation to any occurrence of modern slavery, including human trafficking, slavery, forced labour or child labour, across all our operations and supply chain. • We have developed a Supplier Code of Conduct, which sets out our minimum standards of behaviour we require our suppliers to meet. The Code supports our sustainability focus areas and sets out our expectations and responsibilities for our existing and future partnerships. • We aim to foster full and productive local employment and workforce development within local areas of operations. We aim to deliver diverse and meaningful employment opportunities in the communities we operate in. • Workplace Gender Equality Agency Employer of Choice and Pay Equity citation.



Sustainability Data Supplement 2021

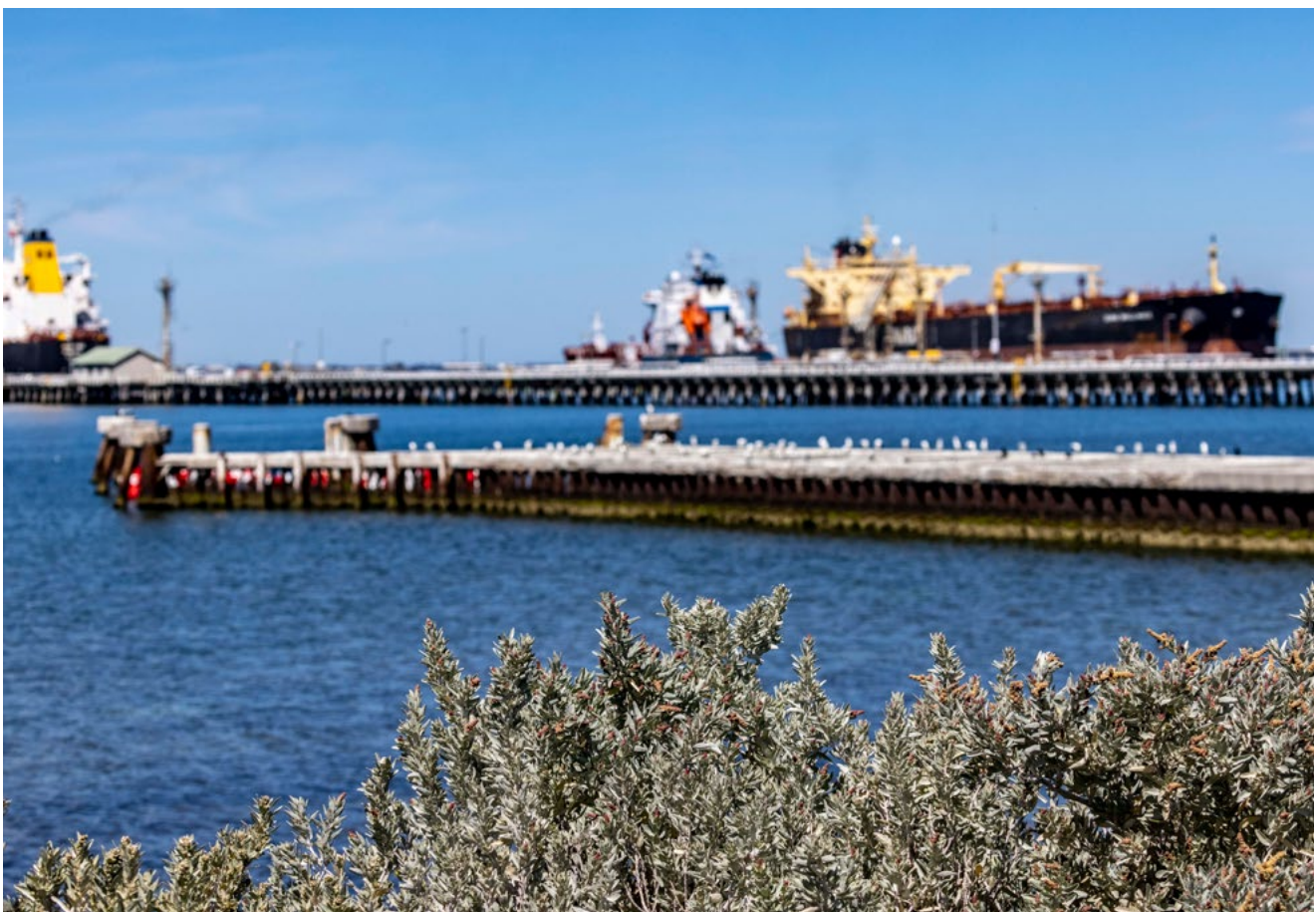
UN SDGs		Focus area	2021 Performance and actions
	Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation	Economic contribution Climate change and the energy transition	<ul style="list-style-type: none"> • We see many opportunities for our existing workforce to develop and diversify, and our communities to evolve with us through maintaining our core capabilities as a leading and trusted energy company. We are also planning to leverage our existing assets and infrastructure, including the latest Energy Hub developments at Geelong. • Our plans for the proposed Gas Terminal at Geelong would bring natural gas from various locations in Australia and overseas to meet the projected gas shortage in south-east Australia. In committing to our greenhouse gas (GHG) emission targets, we have reviewed our growth projects including the proposed gas project. We looked at all aspects of the terminal design, construction and operation to find opportunities to design out or minimise carbon emissions. We have committed to offset all operational GHG emissions. • We complete physical climate risk assessments on new infrastructure to understand climate resilience and mitigations required.
	Reduce inequality within and among countries	Our people Our community	<ul style="list-style-type: none"> • We are helping build skills, develop and provide job opportunities for First Nations people – through career trackers internships and apprenticeships. • Through our community partnerships we have helped support programs for First Nations youth education. • Through our RAP and procurement objectives we aim to increase opportunities for Indigenous businesses to bid for contracts supplying goods and services to Viva Energy. • We provide learning and participation opportunities for our employees to be engaged and deliver our RAP objectives. • We have broadened our focus on Inclusion and Diversity, including the recent establishment of a Cultural Diversity Collective and Pride Committee. • We have further advanced our Inclusion and Diversity strategy including: Promotion of employment brand; recruitment audit for unconscious bias; and introducing inclusive leadership training and shared senior leadership accountability for achieving gender targets.
	Make cities and human settlements inclusive, safe, resilient and sustainable	Our community	<ul style="list-style-type: none"> • Engagement with communities and in particular First Nations communities is undertaken at the earliest possible time prior to a new project commencing and works occurring in a community to ensure no adverse impacts occur. • Through the RAP partnerships with First Nation Organisations or organisation supporting First Nations programs, we provide a range of opportunities for education, procurement and employment. • We provide continuous communication and engagement with all local communities in areas where we operate. • We are working towards mitigation of local air emissions through meeting the clean fuel standards including ultra-low sulphur gasoline (ULSG) fuel specifications; and minimising emissions from our operations.

Sustainability Data Supplement 2021

UN SDGs		Focus area	2021 Performance and actions
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>Responsible consumption and production – ensure sustainable consumption and production patterns</p>	<p>Environment</p>	<ul style="list-style-type: none"> • The waste recovery practices at the Geelong Refinery ensure most of our wastes are reused onsite, recycled, or reused in other industries. We are also investing in technology and/or products promoting circular economy opportunities – with our Geelong Refinery recently participating in a world-first trial to develop, distribute and promote products that include repurposed soft plastics for food-grade packaging. • We are developing waste to energy opportunities including biomethane through our partnership agreement with Waga Energy. • We continue to be a signatory to the Australian Packaging Covenant including product stewardship improvement across our supply chain for our lubricants business.
 <p>13 CLIMATE ACTION</p>	<p>Take urgent action to combat climate change and its impacts</p>	<p>Climate change and the energy transition</p>	<ul style="list-style-type: none"> • Our approach to the energy transition is to support our customers to reduce their greenhouse gas (GHG) emissions while pursuing opportunities in emerging and transitional lower carbon energies, and commitment to reducing our own operational (Scope 1 and 2) emissions to Net Zero by 2050 with medium-term 2030 emission reduction targets: • We support renewable energy through the development of a solar farm at the Geelong Refinery and financially backing renewable energy projects through a power purchase agreement (PPA) at the Geelong Refinery, which has been in place since 2019. • We are implementing shadow carbon pricing into capital allocation decisions. • We continue to progress our climate risk and scenario analysis with the Taskforce for Climate-related Financial Disclosures (TCFD). • We are collaborating with partners and piloting emerging alternative fuels and new energies, including biofuels, hydrogen, EVs and biomethane. • We are developing a New Energies Service Station at Geelong – expected to be Australia’s first publicly accessible, commercially sized hydrogen refuelling station for heavy road transport alongside EV charging. • We launched our Carbon Solutions customer offering in 2021 to partner with our Commercial customers in achieving their decarbonisation goals, through lower emissions energy products and technology.
 <p>14 LIFE BELOW WATER</p>	<p>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	<p>Environment</p>	<ul style="list-style-type: none"> • Wastewater at all facilities is managed and treated to minimise potential pollutants to receiving environments. • We continue to implement an action plan for mitigating the potential impacts of the emerging contaminants known collectively as PFAS. • We have robust Emergency response and preparedness plans for all our facilities and operations. • The proposed Gas Terminal Project design allows for the reuse of seawater from the floating storage and regasification unit (FSRU) within the Geelong Refinery and reduces impact of the FSRU seawater discharge on the marine environment. Ecological studies and modelling have also been conducted on proposed dredging and mitigation measures to minimise any impacts including dredging timed to avoid the breeding season for micro-organisms.

Sustainability Data Supplement 2021

UN SDGs	Focus area	2021 Performance and actions
 <p>15 LIFE ON LAND</p>	<p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and half biodiversity loss</p>	<p>Environment</p> <ul style="list-style-type: none"> • Our HSSE MS ensures we manage biodiversity conservation and restore impacted habitat. In recent years, this has included the wetland improvement and development of breeding ponds for vulnerable green and golden bell frogs at the Clyde terminal as part of the land remediation and rehabilitation works since 2019. • Ecological studies and modelling have been undertaken as part of the proposed Gas Terminal Project to minimise any potential impacts including minimal disruption to existing vegetation along the proposed pipeline. Studies have also been completed on terrestrial and marine ecology of Corio Bay.
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels</p>	<p>Ethical conduct and transparency</p> <ul style="list-style-type: none"> • We are committed to observing the highest standard of corporate practice. Our Values: Integrity, Responsibility, Curiosity, Commitment and Respect, reflect what Viva Energy stands for and underpin our business principles and behaviours.



Sustainability Data Supplement 2021

7. Global Reporting Initiative (GRI) content Index

GRI Standard	Disclosure	Reference
General disclosures		
Organisational profile		
102-1	Name of the organisation	Viva Energy Group Limited
102-2	Activities, brands, products, and services	Operating and financial review – Annual Report 2021 (page 13)
102-3	Location of headquarters	Level 16, 720 Bourke Street, Docklands Vic 3008
102-4	Location of operations	Operating and financial review – Annual Report 2021 (page 13)
102-5	Ownership and legal form	About this Annual Report – Annual Report 2021 (page 3)
102-6	Markets served	Economic contribution – Annual Report 2021 (page 82)
102-7	Scale of the organisation	Economic contribution – Annual Report 2021 (page 82)
102-8	Information on employees and other workers	Our people – Annual Report 2021 (page 67) Sustainability Data Supplement 2021 (pages 8 to 9)
102-9	Supply chain	About us – Annual Report 2021 (page 4)
102-10	Significant changes to the organisation and its supply chain	Operating and financial review – Annual Report 2021 (pages 13 to 15)
102-11	Precautionary Principle or approach	Corporate Governance Statement 2021 – vivaenergy.com.au/investor-centre
102-12	External initiatives	Viva Energy has used the Global Reporting Initiative Reporting framework for sustainability reporting guidance
102-13	Membership of associations	Industry Associations – Annual Report 2021 (page 86)
Strategy		
102-14	Statement from senior decision-maker	Chairman and CEO's report – Annual Report 2021 (pages 6 to 7)
Governance		
102-16	Values, principles, standards, and norms of behaviour	Our Values – Annual Report (page 35) Corporate Governance Statement 2021 – vivaenergy.com.au/investor-centre
102-18	Governance structure	Sustainability Governance – Annual Report 2021 (page 85) Corporate Governance Statement 2021 – vivaenergy.com.au/investor-centre
Stakeholder engagement		
102-40	List of stakeholder groups	Sustainability Data Supplement 2021 (pages 4 to 5)
102-42	Identifying and selecting stakeholders	Sustainability Data Supplement 2021 (pages 4 to 5)
102-43	Approach to stakeholder engagement	Sustainability Data Supplement 2021 (pages 4 to 5)
102-44	Key topics and concerns raised	Sustainability Data Supplement 2021 (pages 4 to 5)
102-45	Entities included in the consolidated financial statements	About our Reporting – Annual Report 2021 (page 84)
102-46	Defining report content and topic Boundaries	About our Reporting – Annual Report 2021 (page 84)
102-47	List of material topics	About our Reporting – Annual Report 2021 (page 35)
102-48	Restatements of information	No restatements made
102-49	Changes in reporting	About our Reporting – Annual Report 2021 (page 84)
102-50	Reporting period	Unless otherwise indicated, all disclosures are for 1 January 2021 to 31 December 2021

Sustainability Data Supplement 2021

GRI Standard	Disclosure	Reference	
General disclosures continued			
Stakeholder engagement continued			
102-51	Date of most recent report	18 March 2022	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	Corporate directory – Annual Report 2021 (page 183)	
102-54	Claims of reporting in accordance with the GRI Standards	About our Reporting – Annual Report 2021 (page 84)	
102-55	GRI content index	GRI content index – Sustainability Data Supplement 2021 (page 20 to 23)	
102-56	External assurance	Limited assurance statement – Annual Report 2021 (pages 87 to 88)	
Standard disclosures			
Health and safety			
GRI 103: Management approach	103-1 103-2 103-3	General management approach	Health, safety and wellbeing – Annual Report 2021 (page 37)
GRI 403: Occupational health and safety (2018)	403-1	Occupational health and safety management system	Health, safety and wellbeing – Annual Report 2021 (page 37)
	403-2	Hazard identification, risk assessment, and incident investigation	Health, safety and wellbeing – Annual Report 2021 (pages 38 to 40)
	403-3	Occupational health services	Health, safety and wellbeing – Annual Report 2021 (page 37)
	403-4	Worker participation, consultation, and communication on occupational health and safety	Health, safety and wellbeing – Annual Report 2021 (page 37)
	403-5	Worker training on occupational health and safety	Health, safety and wellbeing – Annual Report 2021 (page 69)
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, safety and wellbeing – Annual Report 2021 (page 40)
	403-8	Workers covered by an occupational health and safety management system	Health, safety and wellbeing – Annual Report 2021 (page 37)
	403-9	Work-related injuries	Health, safety and wellbeing – Annual Report 2021 (pages 38 to 40) Sustainability Data Supplement 2021 (pages 6 to 7)
	Sector specific disclosures	G4-OG13	Number of process safety events by business activity
G4-DMA		Emergency Preparedness	Health, safety and wellbeing – Annual Report 2021 (page 42)

Sustainability Data Supplement 2021

GRI Standard	Disclosure	Reference
Standard disclosures continued		
Climate Change and Energy Transition		
GRI 103: Management approach	103-1 103-2 103-3	General management approach Climate change and energy the transition – Annual Report 2021 (page 44)
GRI 302: Energy	302-1	Energy consumption within the organisation Climate change and energy the transition – Annual Report 2021 (page 52) Sustainability Data Supplement 2021 (page 7)
GRI 305: Emissions (2016)	305-1	Direct (Scope 1) GHG emissions Climate change and energy the transition – Annual Report 2021 (page 52) Sustainability Data Supplement 2021 (page 7)
	305-2	Energy indirect (Scope 2) GHG emissions Climate change and energy the transition – Annual Report 2021 (page 52) Sustainability Data Supplement 2021 (page 7)
	305-3	Energy indirect (Scope 2) GHG emissions Other indirect (Scope 3) GHG emissions – Annual Report 2021 (pages 54 to 55) Sustainability Data Supplement 2021 (page 7)
Environment		
GRI 103: Management approach	103-1 103-2 103-3	General management approach Environment – Annual Report 2021 (page 60)
GRI 303: Water and effluents (2018)	303-1	Water withdrawal by source Environment – Annual Report 2021 (page 64) Sustainability Data Supplement 2021 (page 8)
	303-2	Water sources significantly affected by withdrawal of water Environment – Annual Report 2021 (page 64) Sustainability Data Supplement 2021 (page 8)
	303-3	Water recycled and reused Environment – Annual Report 2021 (page 64) Sustainability Data Supplement 2021 (page 8)
GRI 304: Biodiversity (2016)	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations Environment – Annual Report 2021 (page 62)
GRI 305: Emissions (2016)	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions Environment – Annual Report 2021 (page 63) Sustainability Data Supplement 2021 (page 8)
GRI 306: Waste (2020)	306-2	Management of waste-related impacts Environment – Annual Report 2021 (page 64)
	306-3	Waste generated Environment – Annual Report 2021 (page 64) Sustainability Data Supplement 2021 (page 8)
	306-4	Waste diverted from disposal Environment – Annual Report 2021 (page 64) Sustainability Data Supplement 2021 (page 8)
	306-5	Waste directed to disposal Environment – Annual Report 2021 (page 64) Sustainability Data Supplement 2021 (page 8)
Sector specific disclosure	G4-EN24	Significant spills Environment – Annual Report 2021 (page 61) Sustainability Data Supplement 2021 (page 7 to 8)
GRI 307: Environmental compliance (2016)	307-1	Non-compliance with environmental laws and regulations Environment – Annual Report 2021 (page 60) Sustainability Data Supplement 2021 (page 7) Directors' report – Annual Report 2021 (page 114)

Sustainability Data Supplement 2021

GRI Standard	Disclosure	Reference
Standard disclosures continued		
Our people		
GRI 103: Management approach	103-1 103-2 103-3	General management approach Our people – Annual Report 2021 (page 68)
GRI 401: Employment (2016)	401-1 401-3	New employee hires and employee turnover Our people – Annual Report 2021 (page 69) Sustainability Data Supplement 2021 (page 9) Parental leave Our people – Annual Report 2021 (page 71) Sustainability Data Supplement 2021 (page 9)
GRI 404: Training and education (2016)	404-2	Programs for upgrading employee skills and transition assistance programs Our people – Annual Report 2021 (page 69)
GRI 405: Diversity and equal opportunity (2016)	405-1 405-2	Diversity of governance bodies and employees Our people – Annual Report 2021 (page 70) Sustainability Data Supplement 2021 (page 9) Ratio of basic salary and remuneration of women to men Our people – Annual Report 2021 (page 70) Sustainability Data Supplement 2021 (page 9)
Our community		
GRI 103: Management approach	103-1 103-2 103-3	General management approach Our community – Annual Report 2021 (page 72)
GRI 413: Local communities (2016)	413-1	Operations with local community engagement, impact assessments, and development programs Our community – Annual Report 2021 (page 72)
Economic contribution		
GRI 103: Management approach	GRI 103-1 GRI 103-2 GRI 103-3	General management approach Economic contribution – Annual Report 2021 (page 81)
GRI 201: Economic performance (2016)	201-1 201-2	Direct economic value generated and distributed Operating and financial review – Annual Report 2021 (page 15) Financial implications and other risks and opportunities due to climate change Climate change and energy the transition – Annual Report 2021 (page 45) Sustainability Data Supplement 2021 (page 14)
GRI 204: Procurement practices (2016)	204-1	Proportion of spending on local suppliers Economic contribution – Annual Report 2021 (page 82)
GRI 207: Tax (2019)	207-1	Tax reporting Economic contribution – Annual Report 2021 (page 80) Taxes Paid Report 2021 – vivaenergy.com.au/investor-centre
Ethical conduct and transparency		
GRI 103: Management approach	GRI 103-1 GRI 103-2 GRI 103-3	General management approach Ethical conduct and transparency – Annual Report 2021 (page 78) Corporate Governance Statement 2021 – vivaenergy.com.au/investor-centre
GRI 205: Anti-corruption (2016)	205-2	Communication and training about anti-corruption policies and procedures Ethical conduct and transparency – Annual Report 2021 (page 78) Corporate Governance Statement 2021 – vivaenergy.com.au/investor-centre
GRI 412: Human rights assessment (2016)	412-2	Policy and employee training on human rights Ethical conduct and transparency – Annual Report 2021 (page 78) Human Rights Policy – vivaenergy.com.au/investor-centre

Sustainability Data Supplement 2021

8. Glossary

Glossary and definitions

Indicator or term	Definition
Emissions Intensity	Measures the emissions intensity for the Geelong Refinery and is calculated as the operational emissions per unit energy of its high value products, for the period 1 July – 30 June. This is calculated by dividing the combined Scope 1 and Scope 2 emissions of the refinery, by the energy content of high value refinery products, and is expressed in t CO ₂ -e / TJ. Scope 1 and 2 emissions are calculated in line with NGER reporting requirements.
Energy Intensity Index	Measures the energy intensity based on the Solomon Associates global refinery benchmarking Energy Intensity Index (EII) methodology 2008. This is calculated by dividing the energy consumed by the energy standard for the specific individual refinery configuration. This data relates to the calendar year ended 31 December 2021.
Environmental Non-Compliance	Number of incidents resulting in any failure to comply with an environmental law, regulation or permit requirement, which must be reported to the regulator; or breaches of a specific air emission or water discharge limit, even if reporting to the regulator is not required; or resulting in an official notice of violation, citation, fine or penalty.
Environmental Non-compliance Sanctions	Number of environmental non-compliance sanctions which occurred in the reporting year and resulted in the issue of a fine, prosecution, enforceable undertaking or impact on licence to operate. This number does not include any pending proceedings.
Good Deeds Completed	Measures the sum of volunteering time (in hours) completed by employees.
Hazardous waste	Hazardous waste includes all waste that is defined as hazardous, toxic, dangerous, listed, priority, special, or some other similar term as defined by an appropriate regulatory agency or authority.
High Potential Near Miss Incident	Measures the sum of incidents that can result in injury, illness, damage to assets, the environment or Company reputation, or it can be a near miss. This can also include Life Saving Rule breaches where the potential consequence of major injury or greater was highly likely, or First Aid Cases that could have been a Total Recordable Injury in slightly different conditions.
Life Saving Rule Breach	Where one of the 12 Life Saving Rules has been breached by one or more individuals on a Viva Energy site or asset or during the course of work related activity for Viva Energy. This includes during business travel, whilst driving on Viva Energy related business and working on offsite assets.
Loss of Primary Containment (LOPC) >100kg	Measures the sum of incidents resulting in the uncontrolled or unplanned release of material from a process or storage that serves as primary containment. This number also includes Spills to the environment > 100kg, and Significant Spills.
Senior Leadership Group	The Senior Leader Group is selected senior, critical roles as defined by the executive team, and excludes members of the executive team.
Significant Spill	Measures the sum of incidents resulting in the uncontrolled or unplanned release of material greater than 1,000kg to the natural environment without secondary containment. All spills are also counted as LOPC incidents.
Spill to environment >100kg	Number of incidents resulting in the release of material to the environment without secondary containment. All spills are also counted as LOPC incidents.
Tier 1 and Tier 2 Process Safety Events are defined as per API RP 754	Number of Loss of Primary Containment (LOPC) Incidents defined as either a Tier 1 or Tier 2 Process Safety Events by API Recommended Practice 754 or OGP Asset Integrity KPI Guidance.
Total High Potential Near Miss Incidents	Measures the sum of incidents that can result in injury, illness, damage to assets, the environment or Company reputation, or it can be a near miss. This can also include Life Saving Rule breaches where the potential consequence of major injury or greater was highly likely, or First Aid Cases that could have been a Total Recordable Injury in slightly different conditions.

Sustainability Data Supplement 2021

Indicator or term	Definition
Lost Time Injuries and Lost Time Injuries Frequency Rate	Lost Time Injuries measures the sum of injuries resulting in a fatality or lost workday case. Lost Time Injury Frequency Rate (LTIFR) is calculated as the number of Lost Time Injuries per one million exposure hours worked in the rolling 12 months reported.
PFAS	Per- and poly-fluoroalkyl substances (PFAS) are manufactured chemicals used for over 50 years in products including firefighting foams, pesticides, waterproofing and stain repellents.
Potable water consumption	Measures the volume of potable freshwater withdrawn for the Geelong Refinery operations.
Recycled water consumption	Measures the volume of recycled freshwater withdrawn for the Geelong Refinery operations.
Seawater consumption	Measures the total volume of seawater withdrawn from the environment for once-through cooling purposes for the Geelong Refinery operations.
Serious injury	Measures the sum of incidents that resulted in hospitalisation, serious head injuries or burns, serious lacerations or lost time injuries exceeding five days.
Total Recordable Injuries and Total Recordable Injuries Frequency Rate	Recordable Injuries measures the sum of injuries that include Medical Treatment Case, Restricted Work Case, Lost Time Injuries and Fatalities. Total Recordable Injuries Frequency Rate (TRIFR) is calculated as the number of Total Recordable Injuries per one million hours worked in the rolling 12 months reported.
Total Scope 1 greenhouse gas emissions (tCO ₂ -e)	Scope 1 emissions are the direct release of greenhouse gases (GHG) into the atmosphere as a result of Viva Energy Group's direct operations for the period 1 July – 30 June. Estimates are prepared in accordance with the <i>National Greenhouse and Energy Reporting Act 2007</i> (NGER Act), using emission factors from the National Greenhouse and Energy Reporting (Measurement) Determination 2008. The emissions are also segregated into Refining (the Geelong Refinery) and Non-refining (including Retail, Fuels and Marketing; and Supply and Distribution, including Liberty Oil Holdings).
Total Scope 2 greenhouse gas emissions (tCO ₂ -e)	Scope 2 emissions are indirect greenhouse gas emissions (GHG) from the consumption of purchased electricity by the Viva Energy Group for the period 1 July – 30 June. Data is prepared in accordance with the <i>National Greenhouse and Energy Reporting Act 2007</i> (NGER Act), using emission factors from the National Greenhouse and Energy Reporting (Measurement) Determination 2008. The emissions are also segregated into Refining (the Geelong Refinery) and Non-refining (including Retail, Fuels and Marketing; and Supply and Distribution, including Liberty Oil Holdings).
Total Scope 3 greenhouse gas emissions (tCO ₂ -e)	Scope 3 emissions are indirect greenhouse gases (GHG) emitted as a consequence of the Viva Energy Group operations, but where the sources are owned or controlled by another organisation for the period 1 July – 30 June. The estimate is prepared referencing the GHG Protocol ¹ and IPIECA ² methodology where appropriate, and accounting for emissions related to the upstream extraction, processing and transport of process inputs, and the downstream distribution and combustion of sold products.
Gender Pay Gap	The reported gender pay gap measures the total gap including all elements of remuneration (expressed as a percentage). In the 2020 Sustainability Report we disclosed the gender pay gap figure calculated by WGEA for the Group. As of 2021, WGEA compliance reporting is required to be completed for individual entities so no longer formally generates a pay gap figure for the Group. We have internally calculated the consolidated figure for the Group. Due to this change in reporting methodology, the figure reported for 2020 is not directly comparable with subsequent reporting years. For more information on pay gap figures for the Group's individual entities please refer to our WGEA reports at vivaenergy.com.au/investor-centre/company-reports .

1. GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, World Resources Institute and World Business Council for Sustainable Development (2011).

2. IPIECA Estimating petroleum industry value chain (Scope 3) greenhouse gas emissions guidelines (2016).