

A white Star West tanker truck is driving on a two-lane asphalt road that curves through a lush green forest. In the background, snow-capped mountains rise under a cloudy sky. The truck has 'Star West' and 'LEBRONIS' written on its side.

OUR
ROADMAP
TOWARD
A SUSTAINABLE
FUTURE

At Star West Petroleum, sustainability is more than just a corporate value — it's embedded in our people, our products, and our partnerships.

We're proud to operate in Western Canada with a sharp focus on responsible energy practices that reflect who we are: ethical, community-driven, and future-focused.

Our Journey's Beginning...

Our Sustainability Journey started in earnest in 2023 with the development of a Sustainability Committee encompassing engaged staff from across the Star West Group of companies. Our first year was spent understanding the depth and breadth of all components of ESG as per the UN guidelines, and determining which goals best fit our mission and vision. In 2024, we began to benchmark our internal Scope 1 and 2 emissions, and tracked the sustainable business practices of our suppliers, as well as our customers needs regarding reporting. We ended 2024 engaging a consulting group to help us conduct a Materiality Assessment which is expected in Q2 2025. Our work is guided by **Environmental, Social, and Governance (ESG)** principles. From supplying renewable fuels to championing Indigenous partnerships, we're helping shape a more sustainable future across every level of our operations.





ENVIRONMENTAL STEWARDSHIP

At Star West Petroleum, our environmental strategy is rooted in action. Every product we deliver, from renewable fuels to precision lubricants reflects a conscious commitment to lowering emissions, reducing waste, and helping our partners operate more sustainably.

We're proud to stand at the intersection of energy and innovation. Whether supporting industrial fleets or remote communities, our team works collaboratively with customers, Indigenous partners, and suppliers to deliver solutions that align with Canada's evolving climate goals while meeting the real-world demands of industry.

Renewable Fuels: Powering Change on the Road

Star West is a leading supplier of **R100 Renewable Diesel**, a drop-in, 100% renewable fuel that can reduce lifecycle greenhouse gas emissions by up to **90%**. With no need for engine modifications, it's a practical and immediate way R100 also supports cleaner combustion, meaning reduced particulate matter, NOx, and carbon monoxide — with the added benefit of extended engine life.

In 2024, we proudly partnered with **BMT Group Services and Island Hino** to support their transition to R100 across their fleet. What began as a bold sustainability goal quickly became a best-in-class case study in operational excellence:

"Beyond exceeding expectations with our operational needs, Star West Petroleum has been a crucial partner in advancing our sustainability goals. Their proactive approach and significant logistical expertise were imperative to the success of our parent company in its groundbreaking achievement as the first transportation fleet in British Columbia to successfully transition to R100 diesel fuel with reliable wheel-to-wheel delivery throughout the 2024 season."

— **Michael McTavish**, General Manager
BMT Group Services | Island Hino



Total Lubricant Management (TLM): Reducing Waste by Design

Our **Total Lubricant Management Program** is more than a supply solution — it's a full-service strategy to reduce product loss, minimize downtime, and extend the life of your equipment.

We combine precision fluid handling systems, oil analysis, filtration, and route-based replenishment to support what matters most: uptime, safety, and sustainability.

At BMT Group, our partnership went beyond product delivery. Together, we:

- Introduced **wireless bulk inventory tracking** with automated reorder alerts
- Installed customized dispensing infrastructure: **dedicated lube lockers, bench tanks, and drum carts** that improved efficiency and reduced waste
- Consolidated lubricant SKUs to reduce surplus and improve flow-through



"These improvements have directly contributed to increased productivity and a notable reduction in product losses, clearly demonstrating their commitment to understanding and addressing our unique operational challenges." — Michael McTavish

Sustainable Products for Cleaner Operations

From hydraulic systems in forest zones to engine bays in urban fleets, our portfolio includes premium lubricants and fuels selected for environmental safety and performance. We source from trusted names like **Phillips 66**, **Summit Lubricants**, and **Aspen Fuels** — suppliers that share our values around transparency, biodegradability, and circular economy participation.

Among our standout products:

- **Aspen Fuel**: A clean-burning alkylate fuel with dramatically reduced emissions and improved operator safety
- **POWERFLOW™ NZ**: Zinc-free hydraulic oils for sensitive environmental conditions
- **FIREBIRD™**: Multipurpose oils made with over 70% re-refined base oils
- **GUARDOL ECO™**: A top-tier diesel engine oil formulated with re-refined base stocks, delivering performance while reducing raw material use

These products are specially formulated to be **aquatic-safe, non-toxic**, and in many cases, **fully recyclable** within a closed-loop system.

Tracking Our Impact

Sustainability starts at home. Across our operations in Prince George, Valemount, and Coquitlam, we've undertaken measurable efforts to reduce our own footprint:

- Transition to **paperless operations** across all office and dispatching systems
- **Fleet route optimization** to cut fuel use and reduce Scope 1 emissions
- **Energy audits and efficiency upgrades** including LED retrofits and smart thermostats
- **Recycling programs and landfill diversion tracking**, with waste oil, paper, and packaging monitored quarterly

We also support our clients with **compliance documentation**, including carbon intensity tracking, audit reporting, and SDG alignment assessments.



At Star West Petroleum, people are the foundation of our business — not just as employees or clients, but as neighbours, community members, and cultural partners. We recognize that true sustainability extends beyond emissions and materials; it's also about relationships, representation, and resilience.

Whether we're working alongside Indigenous Nations, supporting at-risk youth programs, or investing in our employees' health and growth, our commitment to people is as strong as our commitment to performance.

Indigenous Partnerships: Built on Trust and Shared Prosperity



We are honoured to operate on the unceded and traditional territories of many Indigenous Nations, including the **Lheidli T'enneh, Kwikwetlem, Simpcw, and Quw'utsun** peoples. Our work on these lands reflects a deep respect for Indigenous culture, protocols, and governance — and our responsibility to act as long-term partners.

Partnership, not just presence.

Star West has established multiple **revenue sharing agreements, MOUs, and collaborative project initiatives** with Indigenous communities across British Columbia. These relationships are not transactional — they are built on co-creation, employment, mentorship, and meaningful economic participation.

Some of our Indigenous-focused initiatives include:

- Providing **wheel-to-wheel fuel delivery** and **infrastructure support** to Indigenous-owned businesses
- Sponsoring youth hockey, playground improvements, and community events like **National Aboriginal Day**
- Supporting trades training and technical skills development for Indigenous employees
- Facilitating Indigenous supplier inclusion in major infrastructure and pipeline projects

"Our relationships with Indigenous communities are based on trust, not transactions. This work is personal — and it's long-term. From mentorship to revenue sharing to on-the-ground collaboration, we're walking the road of economic reconciliation together. And that road leads to shared success." **Trent Bilodeau, Director of Indigenous Relations**

As of 2024, **27% of our workforce identifies as Indigenous**, and we're proud of that number — not because it's a statistic, but because it reflects our lived values in action.

Equity, Diversity & Inclusion: Supporting People, Building Culture

At Star West, we know that diversity is not just good for business — it's essential for innovation, retention, and long-term success.

Our people-first culture includes:

- A **gender-inclusive workforce**, with **32% women** across roles in operations, logistics, and leadership
- A strong **retention record**, with over **52% of staff aged 45+** — proof that we support employees through all life stages
- An **on-staff holistic nutritionist**, available to all employees for wellness planning and personal health support
- **Men's mental health mentorship**, peer-led and open to all genders
- Monthly **staff newsletters** featuring wellness tips, sustainability challenges, and educational resources

We also provide ongoing **EDI training**, including:

- Cultural safety and Indigenous engagement best practices
- Gender equity and inclusive communication strategies
- Age diversity, neurodiversity, and respectful workplace policies

Our goal is not just representation — it's belonging.



Community Commitment

We are active contributors to the communities we live and work in. Whether it's sponsoring local sports or responding to seasonal infrastructure needs, we view giving back as an essential business responsibility.

Some of our community engagements in 2024 include:

- **Hockey team and golf tournament sponsorships** across BC
- Support for **Youth at Risk programs**, including funding for travel, hotels, and equipment
- Donation of fuel tanks and product support for **emergency response** and **remote installations**
- Participation in community events including National Aboriginal Day celebrations, safety fairs, and clean-up days



A business should not just extract from the community it should reinvest, uplift, and empower.

Leadership in Action

Our Social Responsibility efforts are led at the highest levels of the organization:

- **Brian Morgan** – President: Leads corporate accountability and community strategy
- **Tanya Tait** – Chair, Sustainability Committee: Oversees inclusivity, ESG targets, and staff wellness
- **Trent Bilodeau** – Director, Indigenous Relations: Acts as a liaison and advocate for Nation-to-Nation partnerships

Together, they and the rest of the team, ensure that social equity is not a side project — it's central to how we work, hire, and lead.

Protecting People, Places & Products

At Star West Petroleum, safety isn't an obligation — it's a mindset that defines how we operate, how we train, and how we show up for one another. From our warehouses and offices to the most remote delivery routes in Western Canada, **the physical and mental well-being of our team, clients, and the public is our top priority.**

We believe a strong safety culture is one where prevention always comes first — where performance never comes at the cost of health, and where every voice in the system is empowered to speak up, stay safe, and lead by example.

Health & Safety Program Excellence

Our company maintains a comprehensive **14-element Health & Safety Program** that exceeds the standards set out by **WorkSafeBC** and aligns with **COR Certification** requirements. This program is reviewed regularly to reflect best practices, regulatory changes, and real-world learning from daily operations.

We are proudly:

- **COR Certified**
- **ISNetworld Compliant**
- **Avetta Compliant**

In **April 2025**, Star West Petroleum achieved a **90% score** on our COR Audit — a testament to our team's leadership, discipline, and attention to detail in every area of Environmental, Health, and Safety (EHS) performance.

Training & Certifications

Our fleet hauls **dangerous goods** through a wide range of terrains, including high-security ports and remote industrial zones. To ensure every delivery is safe and compliant, all drivers and warehouse staff carry and maintain the following certifications:

- **TDG** – Transportation of Dangerous Goods
- **MSTC** – Marine Security Transportation Clearance
- **CPPI** – Canadian Petroleum Products Institute
- **WHMIS** – Workplace Hazardous Materials Information System
- **Site-Specific Refinery Training** – Mandatory at every loading terminal (online & supervised)

We also meet or exceed all **on-site customer safety protocols**, ensuring seamless integration into client operations across energy, construction, mining, and remote communities.

Leadership & Accountability

Safety leadership is embedded at every level of the company. Star West employs a **dedicated EHS Compliance Manager, Chad King**, who oversees staff training, incident response, and audit readiness. He is supported by **three additional Safety Officers** across regions.

Safety practices include:

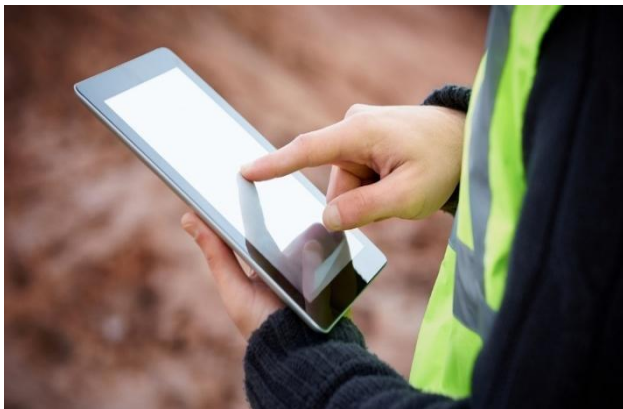
- **Weekly tailgate sessions and Safety Shares** for frontline teams
- **Incident and Near Miss review meetings**
- **Corrective action tracking** through a centralized reporting process
- Cross-departmental follow-up led by our OH&S Representatives

Our program is more than reactive — it's built to identify trends, close gaps, and continuously improve.



Digital Safety Tracking with DATS

All key safety metrics, incident reports, and training compliance logs are tracked in **DATS** — our **Digital Action and Tracking System**. This platform enables:



- Real-time visibility into open and closed actions
- Documentation of training completions
- Risk flagging and follow-up by site, team, or region
- Full digital audit trails for COR, client, and internal compliance

We believe that **accountability is measurable**, and DATS helps ensure we stay aligned with that belief.

“At Star West, safety isn’t just a line item — it’s part of our identity. Every one of us is responsible for protecting our team, our clients, and our communities. Whether it’s a tailgate talk or a site-specific protocol, our focus is always the same: get it right, do it safely, and make sure everyone goes home at the end of the day.” **Chad King, EHS Compliance Manager**

GOVERNANCE & ETHICAL OPERATIONS

At Star West Petroleum, governance is not simply about compliance — it's about trust. From the integrity of our procurement processes to the ethical standards we require of every supplier, our governance framework ensures that we remain transparent, accountable, and forward-looking in every area of our business.

We understand that strong ESG performance is rooted in good governance. That's why we evaluate every action through the lens of long-term impact, not short-term gain.

Ethical Procurement & Supply Chain Accountability

We maintain a robust procurement policy that aligns with Canada's **Modern Slavery Act** and the **Federal Sustainable Development Strategy**. Every supplier we work with is assessed not only for quality and cost-effectiveness, but also for their compliance with key environmental, labour, and human rights standards.

This includes a documented evaluation process covering:

- Environmental performance
- Community investment and diversity
- Health and safety practices
- Transparency and traceability
- Ethical sourcing and modern slavery compliance

We conduct internal reviews of high-impact vendors and request supplier data to support **carbon tracking**, **circular economy documentation**, and **diversity representation**. In cases where improvement is needed, we work collaboratively with suppliers to close gaps — not cut ties.

ISO & Product Certifications

We align our lubricant and fuel sourcing with partners that hold **ISO 14001 environmental management certifications**, including:

- **Phillips 66** – ISO 14001-certified manufacturing and distribution systems
- **Summit Lubricants** – Offering high-performance EALs, zinc-free oils, and circular formulations, also ISO 14001-certified
- **Aspen Fuels** – Sustainable fuel development with a focus on operator safety and environmental health

These certifications ensure that our upstream partners share our commitment to low-emission operations, sustainable chemistry, and responsible waste handling.



Internal Sustainability Governance

Sustainability at Star West is integrated at every level of leadership. Our internal ESG framework is led by a cross-functional team that meets regularly to monitor progress, align policies, and identify opportunities for improvement.

Governance Structure:

- **President – Brian Morgan**

Provides executive oversight of all ESG and operational commitments

- **Sustainability Committee – Chaired by Tanya Tait**

Develops and monitors environmental, social, and supplier-facing strategies; manages staff programming and SDG alignment

- **Director of Indigenous Relations – Trent Bilodeau**

Leads community engagement, employment strategy, and economic reconciliation practices

- **Director of Technical Services – Josh Mercer**

Supports data tracking, environmental audits, lubricant innovation, and ESG-related education across departments

This team ensures that our commitments are not static statements — they are **actively reviewed, updated, and measured** against evolving standards and community expectations.

“At Star West, sustainability isn’t just about emissions — it’s about how we lead, how we partner, and how we serve. We believe in doing business the right way, with integrity, transparency, and respect for the communities we operate in. ESG is not a policy — it’s part of our responsibility as a modern energy company.” **Brian Morgan, President**



Transparency & Continuous Improvement

Our ESG journey is not about perfection — it’s about progress. That’s why we regularly:

- Track and report **KPI dashboards** internally
- Monitor **waste diversion volumes**, oil handling procedures, and carbon offsets
- Communicate ESG outcomes with clients through **traceable documentation**, including carbon intensity certificates and compliance audits
- Align internal policy with best practices from **IPIECA, UEIL, and UN SDGs**

We believe in keeping our partners informed, our team accountable, and our direction forward.

BMT Group Services | Island Hino

Few partnerships capture the full spectrum of operational, environmental, and technical excellence quite like our work with **BMT Group Services and Island Hino**. From the outset, this collaboration was built not just on delivery — but on trust, customization, and a shared vision for progress. Their General Manager, **Michael McTavish**, offered this reflection on our partnership:

On Products

“Partnering with Star West Petroleum has significantly improved the lubricant and petroleum management at BMT Group Services and Island Hino. Their comprehensive range of high-quality products consistently exceeds the stringent requirements of leading OEMs such as Cummins and Hino, ensuring our clients benefit from the very best lubricants for their fleets and vehicles.”

On Operational Efficiency

“Star West Petroleum has proven to be more than just a supplier; they are a true partner dedicated to enhancing our operational efficiency. Their expertise was instrumental in upgrading our facility infrastructure through the implementation of state-of-the-art wireless tracking systems for our bulk product inventory. This proactive step established an automated re-order interval, substantially reducing manual monitoring and freeing up valuable time for our parts team to better serve our clients' parts needs.”

On Custom Lubrication Management

“Star West Petroleum’s collaborative approach to lubrication management extended to strategically implementing specific dispensing infrastructure throughout our facilities — including tailored solutions such as dedicated lube lockers for organized lubricant storage, practical bench tanks, and convenient drum carts for efficient distribution of lower volume products. These improvements have directly contributed to increased productivity and a notable reduction in product losses, clearly demonstrating their commitment to understanding and addressing our unique operational challenges.”

Closing Endorsement

“We wholeheartedly recommend Star West Petroleum to any business seeking a dependable and proactive partner for their lubricant and petroleum needs. Their expertise, innovative solutions, collaborative spirit, and unwavering commitment to both operational excellence and sustainability make them an invaluable asset.”

— **Michael McTavish**
General Manager
BMT Group Services | Island Hino



Driving Forward, Together

At Star West Petroleum, sustainability isn't a checklist — it's a mindset that guides how we lead, serve, and grow. While 2024 marked significant progress across renewable fuels, Indigenous partnerships, operational efficiency, and employee well-being, we know that our journey is only beginning.

As we look ahead to 2025, our focus is on **accountability, transparency, and continuous improvement**. We are committed to deepening our impact while supporting our clients and communities in doing the same.

Key 2025 Focus Areas

- **Complete and publish our first ESG Materiality Assessment**, identifying key areas of risk, opportunity, and strategic focus
 - **Define formal emissions reduction targets** across Scope 1 and 2 emissions
 - Expand the adoption of **R100 renewable diesel**, **Aspen Fuel**, and biodegradable lubricants across sectors
 - Launch internal staff programming around **climate education**, **resource conservation**, and **community engagement**
 - Expand Indigenous supplier participation and community project collaboration
 - Continue to align our practices with **UN Sustainable Development Goals**, **IPIECA**, and **UEIL** frameworks
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Materiality Assessment: What to Expect

Our 2025 ESG Report will include the results of our inaugural **Materiality Assessment** — a structured process to identify and prioritize the ESG topics most relevant to our business and stakeholders.

This assessment will:

- Engage internal teams, community partners, and clients
- Map ESG priorities against risk, opportunity, and long-term resilience
- Serve as a foundation for our **emissions reduction strategy** and ESG reporting

roadmap We believe in setting goals that matter — and reporting on them with clarity and courage.

Our Promise



We promise to keep listening, keep learning, and keep moving. Sustainability isn't something we arrive at — it's something we **build every day**, with every delivery, every partnership, and every choice we make.

We are proud to stand alongside the people, businesses, and Nations that are reshaping Canada's energy future. And we're just getting started.