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## **Environment, Social and Governance (ESG) Policy**

**Policy No.** BAPCORP120

**Effective date:** 31 August 2017

**Recommended by:** Board

**Authorised by:** Board

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## Bapcor Limited ESG Policy

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### 1 Introduction

- (a) Bapcor Limited (Bapcor) recognises a sustainable and successful business is impacted by the engagement of stakeholders, delivery of shareholder wealth and optimising business operations in a socially and environmentally responsible manner.
  - (b) Bapcor seeks to take an integrated approach toward economic, environmental and social sustainability, aligning company values and strategic direction with positive outcomes for Bapcor's stakeholders, and the wider community in which we operate.
  - (c) This policy applies to everyone who works at Bapcor, including contractors and consultants.
  - (d) This policy will be reviewed regularly by the board of Bapcor (Board) to ensure its appropriateness.
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### 2 Commitment of Bapcor

Bapcor will endeavour to:

- (a) Have regard to its responsibility to serve the communities in which its businesses operate.
  - (b) Provide support for a wide variety of social, charitable and sporting initiatives across Australia and New Zealand.
  - (c) Encourage employees to support their local community and foster a culture of workplace giving.
  - (d) Develop good recycling practices, minimise waste in offices, stores and warehouses with a goal of creating a greener workplace.
  - (e) Continuously improve reduction of its footprint, using fewer resources, such as energy, water, raw materials, packaging and consumables, where practical to do so.
  - (f) Develop a pathway toward emissions reductions in our business.
  - (g) Invest in areas viewed as an important driver of long-term performance and value creation.
  - (h) Disseminate this policy to everyone who works at Bapcor, including contractors and consultants; and
  - (i) Make this policy publically available, via publication on the Bapcor website.
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### 3 Responsibilities

- (a) The Board has responsibility for this policy, including its regular review and the monitoring of its effectiveness.
  - (b) The Board has responsibility to:
    - (i) annually set and review objectives in relation to ESG policy; and
    - (ii) assess annually Bapcor's progress in achieving the objectives;
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## 4 Version Control

Version	Amendment/s	Date created	Author
1.0	Establish policy	31 August 2017	
1.1	Update policy	12 April 2018	JJ