



Environment, Social and Governance (ESG) Policy

Policy No. BAPCORP120
Effective date: 31 August 2017
Last review date: 1 December 2021
Recommended by: Board
Authorised by: Board

Bapcor Limited ESG Policy

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.
- (e) The Board has established a Nomination, Remuneration, Environmental, Social and Governance Committee (NRESGC), which operates under the delegated authority of the Board of Directors.

The NRESGC charter (which can be found at <https://www.bapcor.com.au/governance>) has been expanded to ensure a focus in ESG by the Committee.

2 Commitment of Bapcor

Bapcor will endeavour to:

- (a) Have regard to Bapcor's responsibility to serve the communities in which Bapcor's businesses operate and impact;
- (b) Consider emerging ESG issues to understand their materiality with regard to Bapcor's long term value creation;
- (c) Review and recommend to the Board on an annual basis Bapcor's Corporate Governance Statement, ESG reporting and the group's ESG achievements and future commitments;
- (d) Oversee the delivery of group environmental sustainability initiatives and commitments, including performance, challenges and opportunities;
- (e) Review the effectiveness of the group's initiatives and policies that support human rights (e.g. modern slavery) in Bapcor's operations and supply chain;
- (f) Review and recommend to the Board on an annual basis Bapcor's Modern Slavery Statement;
- (g) Review and recommend to the Board, Bapcor's annual report to the UN Global Compact via our Communication on Progress;
- (h) Oversee the development of an emissions reduction framework;
- (i) Disseminate this policy to everyone who works at Bapcor, including contractors and consultants; and
- (j) Make this policy publicly available, via publication on the Bapcor website.

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
1.2	Update policy	1 December 2021	JP