



CODE OF CONDUCT





Be there for what matters most



Introduction

As a leading automotive aftermarket group, Bapcor's purpose is to be there for what matters most. That means being there to support our team members, our customers and our community to show up for what's important to them – where they need to be, when they need to be there.

It's a big task and we do it by working together, following Bapcor's values and behaviours and conducting ourselves in a way that is ethical, respectful and inclusive.

Our Code of Conduct (or our code) outlines the way we expect you to turn up to work each day, and the way we treat those around us. In doing so, we can all be there for what matters most.

What do you need to do?

Read it

Please read our code and ensure you understand it. If there's anything that doesn't make sense, please ask your manager.

Agree to it

As a Bapcor team member, you must follow the code as a condition of your employment. You will also be asked to complete compliance training regularly.

Live it

Breaching the code can result in serious consequences, so please behave in accordance with it. If you see something wrong or a way to improve the way we work, please speak with your manager, People & Culture (P&C) Business Partner or raise a query through the Speak Up at Bapcor service.

Together, we will continue to build a workplace where we all feel safe, we all belong and we're all there for what matters most.

Thanks for your contribution.

Angus McKay

Executive Chair and Chief Executive Officer

Our values and behaviours

VALUES



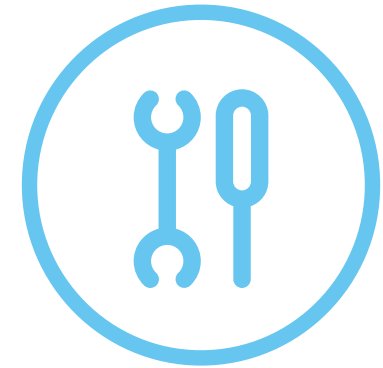
We do the right thing...



We are in it together...



We give a damn...



We get it done...

BEHAVIOURS

WE TREAT EACH OTHER WITH RESPECT, ALWAYS

WE SHARE KNOWLEDGE AND LEARNINGS WITH OTHERS OPENLY AND OFTEN

WE GO ABOVE AND BEYOND FOR OUR CUSTOMERS

WE ARE ORGANISED IN HOW WE PLAN AHEAD

WE SPEAK UP AND CALL OUT WHEN SOMETHING'S NOT RIGHT

WE BRING TOGETHER DIFFERENT VIEWS AND SKILLSETS TO STRENGTHEN OUR WORK

WE CONTINUOUSLY LEARN AND IMPROVE THE WAY WE DO THINGS

WE MAKE DECISIONS THAT FOCUS ON WHAT MATTERS MOST

WE PUT OUR TEAM MEMBERS' HEALTH AND SAFETY FIRST

WE ACTIVELY CARE FOR AND SUPPORT EACH OTHER, ALWAYS

WE BRING PASSION AND PRIDE TO OUR WORK

WE TAKE RESPONSIBILITY AND DELIVER WHAT WE COMMIT TO

Our code connects our values with the way we work, every day. It helps us make fair, responsible and ethical decisions – when they are easy and when they are hard.



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CODE GUIDING PRINCIPLES

We are safe

We create and maintain a workplace that protects our safety and wellbeing. Our priority is ensuring that everyone returns home safely from work, every day.

We treat people with dignity and respect

We treat everyone as individuals and value a diverse workplace where everyone feels that they belong. We listen and we respect their views, actively caring for each other and we speak up if something is not right.

We protect Bapcor's property and reputation

We represent Bapcor in ways that are consistent with our values and behaviours. We make decisions that deliver what matters most for our company and team members.

We care about our customers, suppliers and our industry

We take responsibility to deliver on our commitments and we go over and above for our customers, suppliers and our industry stakeholders.

We comply with our code, the law and policies and procedures

We know the laws, regulations, policies and procedures that apply to our business, and we adhere to them. If in doubt, we ask.

We avoid conflicts of interest

We don't make decisions that put personal interests before the interests of Bapcor, our customers and our business partners.

CODE GUIDING PRINCIPLES

We protect confidentiality and privacy

We only ever use or disclose confidential and personal information for proper purposes, where clearly authorised, or as required by law.

We act ethically and responsibly

We make decisions that protect and uphold human rights and manage our environmental impacts.

We act with integrity

We are honest. We make the right decisions, even when it's hard or when no one is watching. We speak up and raise concerns without fear and we help and respect those who do.

We recognise our responsibilities to our shareholders and investors

We act responsibly when it comes to investing and spending, and make financially prudent decisions that builds value in our company.

We do the right thing and call out the wrong behaviour

We speak up and raise concerns when we see dishonest and unethical behaviour – be it from our team members, customers or suppliers.





MORE DETAILS ON OUR **CODE**

Our values and the standards in our Code of Conduct ask a lot of us – as they should. We’re all responsible for ensuring the code works and we’re there for what matters most.

More details on our ways of working are in our policies, which you can find on our intranet.

You’ll also receive regular training on our policies and obligations.

Sometimes, identifying the right thing to do isn’t an easy call. If you aren’t sure, don’t be afraid to raise concerns. You can speak to your manager, your P&C Business Partner, or to our People Services team.

You can also use the Speak Up at Bapcor service to raise concerns regarding actual or suspected misconduct.

You can contact Speak Up by calling 1300 304 550 (AU) or 0800 42 50 08 (NZ), emailing bapcor@stoline.com.au or visiting bapcor.stolinereport.com

WHAT DOES
MY GUT
TELL ME?

COULD
SOMEONE GET
HURT BECAUSE
OF THIS?

IF I WAS IN CHARGE
WOULD I LET THIS
HAPPEN?

WHAT'S THE
RIGHT THING
TO DO?



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