



Human Rights Policy

Policy No. BAPCORP023
Effective date: 1 June 2020
Last reviewed date: 20 August 2024
Recommended by: Chief Executive Officer
Authorised by: Bapcor Board of Directors

Our Values



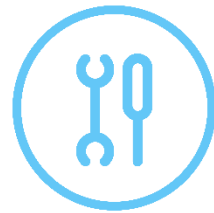
We do the right thing...
We are **open, honest** and **respectful**. We **do what we say** and **say what we do**.



We are in it together...
We're all part of the Bapcor **family**. We **support** each other, **include** everyone and have **fun** along the way.



We give a damn...
We **care** about what we do and are **proud** of how we do it. We are **passionate** and **make a difference**.



We get it done...
We use our **unique** talents to find **solutions** and **achieve common goals**. We celebrate **success** and **strive to win**.



Human Rights Policy

1. Introduction

- (a) This Human Rights Policy (**Policy**) sets out Bapcor's commitment to respecting and promoting human rights.
- (b) Bapcor's approach to human rights is underpinned by Our Values, Code of Conduct and Environmental, Social and Governance (**ESG**) strategy.
- (c) Bapcor's policy and definition of human rights is informed by the United Nation's (**UN**) Universal Declaration of Human Rights, UN Guiding Principles on Business and Human Rights, the International Labour Organisation's (**ILO**) Declaration on Fundamental Principles and Rights at Work, and other related conventions.
- (d) Bapcor is a signatory to the UN Global Compact and its Ten Principles on human rights, labour, environment and anti-corruption.

2. Application

- (a) This Policy applies to Bapcor Limited, its subsidiaries and related bodies corporate (together **Bapcor**), including officers, team members, contractors and suppliers.
- (b) Bapcor expects all team members, contractors and suppliers to comply with this policy, in keeping with the standards defined by this policy.

3. Principles

Bapcor will endeavour to:

- (a) Protect and uphold fundamental human rights in all of our businesses, operations and across all of our locations, by conducting our business with due care pursuant to relevant laws and regulations.
- (b) Adhere to the laws and regulations in the markets in which we operate. Where conflict exists between internationally recognised human rights and local laws, we will follow processes intended to uphold the principles of international human rights standards.
- (c) Ensure working conditions of our team members are, at minimum, in compliance with internationally recognised labour standards set out by the ILO Declaration on Fundamental Principles and Rights at Work, and the laws of the countries we operate in. This includes adherence to the principle of non-discrimination in the workplace, the prevention of child and forced labour, the right of freedom of association, and the right to collective bargaining.
- (d) Engage with, and philosophically support, the objectives and requirements of Modern Slavery legislation across all jurisdictions in which we operate, in a manner consistent with the behaviour of a responsible global corporate citizen. Our approach to identifying, managing and mitigating modern slavery risk is outlined in Bapcor's Ethical Supply Chain/Procurement (ESC/P) policy.
- (e) Create workplaces that are safe, diverse and inclusive where people are treated with dignity and respect. This means that we will not tolerate discrimination, bullying, harassment, sexual harassment, vilification or victimisation in accordance with Bapcor's Respect in the Workplace Policy.

5. Commitment: Areas of Focus

Bapcor's commitments are guided by the UN Guiding Principles on Business and Human Rights and aligned to Bapcor's material topics where risks to human rights are most salient.

(a) Modern Slavery and Supply Chain Responsibility

This includes Bapcor's commitment to identify, understand and mitigate risks to human rights and modern slavery throughout our operations and supply chain.

Bapcor's commitment is to:

- Require that suppliers take reasonable steps to ensure fair and decent work conditions for workers and provide all necessary information to satisfy Bapcor that reasonable steps have been taken to reduce risks of a supplier's engagement of modern slavery practices;
- Identify, manage, and mitigate modern slavery risks as outlined in Bapcor's Ethical Supply Chain/Procurement (ESC/P) policy; and
- Ensure working conditions of our team members comply with internationally recognised labour standards set out by the ILO Declaration on Fundamental Principles and Rights at Work. This includes creating a diverse, equitable and inclusive work environment for Bapcor's team members, as outlined in Bapcor's Diversity, Equity and Inclusion Policy. Bapcor also adheres to the prevention of child and forced labour, the right of freedom of association, and the right to collective bargaining.

(b) Health, Safety, and Wellbeing

This includes Bapcor's commitment to respecting the right to a healthy and safe workplace for Bapcor, including officers, team members and contractors.

Our commitment to health, safety and wellbeing is to:

- Not tolerate any form of discrimination, bullying, harassment, sexual harassment, vilification, or victimisation in accordance with Bapcor's Respect in the Workplace Policy; and
- Create workplaces that are safe, diverse, and inclusive where people are treated with dignity and respect in accordance with Bapcor's Diversity, Equity and Inclusion Policy.

(c) Privacy Protection

This includes Bapcor's commitment to respecting the right to privacy of our team members, customers, suppliers, and other key stakeholders.

Our commitment to protecting personal information is to:

- Adhere to the applicable privacy laws relating to personal information that we collect in the course of running our business; and
- Implement and maintain cybersecurity measures to protect personal information.

(d) Climate Change

This includes Bapcor's commitment to managing risks and impacts of climate change on human rights contributed to by Bapcor.

Our commitment to climate change strategy is to:

- Reduce Scope 1 and 2 greenhouse gas emissions in line with identified targets.
- Transition Bapcor's operations towards renewable energy and a low carbon future, where possible.

6. Implementation



(a) Monitoring and evaluation

Our commitment to continuous improvement requires ongoing monitoring and evaluation of our approach to human rights. As a signatory to the UN Global Compact and mandatory reporter for the *Modern Slavery Act 2018* (Cth) our approach is to regularly review our processes and actions to identify, assess, and address modern slavery and broader human rights risks and violations within our operations and supply chains.

(b) Reporting Violations

A confidential and externally managed whistleblower service 'Speak Up at Bapcor', including hotline, email address and online webform, is available and any actual or suspected violations of the Human Rights Policy should be reported to this service.

The 'Speak Up at Bapcor' service is an independent, externally managed reporting service that enables whistleblowers to confidentially raise concerns regarding actual or suspected misconduct. The service can be contacted in a variety of ways:

Telephone in Australia	1300 304 550
Telephone in New Zealand	0800 425 008
Email	bapcor@stopline.com.au
Web	bapcor.stoplينerreport.com
Facsimile	+61 3 9882 4480
Mail	STOPline PO Box 403 Diamond Creek, Victoria 3089 Australia

The Bapcor Whistleblower Policy is available on Core (Bapcor's intranet site) and the Bapcor website.

Bapcor operates in Thailand, and can be contacted in a variety of ways:

Primary Contact:	Steven McArthur General Manager Burson Thailand
Email	stevem@burson.co.th
Address	Unit 3B, 3rd floor, Central Station Building, 23/34-35 Trimitr Rd Taladnoi, Samphanthawong, Bangkok, 10100, Thailand

7. Responsibilities

- (a) The Board of Bapcor has responsibility for this policy, including review once every two years and the monitoring of its effectiveness.
- (b) Bapcor will report publicly on performance via its Annual Reports and UN Global Compact Communications on Progress.

8. Related Policies, Procedures and Resources

Bapcor Code of Conduct

Bapcor Values

Compliance Policy

BAPCORP040

Diversity, Equity and Inclusion Policy

BAPCORP037



Ethical Supply Chain / Procurement (ESC/P) Policy	BAPCORP020
Environment, Social and Governance (ESG) Policy	BAPCORP120
Health, Safety and Wellbeing Policy	BAPCORP018 (available on CORE, Bapcor's intranet)
Privacy Policy	BAPCORP031 (available on CORE, Bapcor's intranet)
Respect in the Workplace Policy	BAPCORP013 (available on CORE, Bapcor's intranet)
Whistleblower Policy	BAPCORP017
ILO Declaration on Fundamental Principles and Rights at Work	
<i>Modern Slavery Act 2018 (Cth)</i>	
UN Global Compact	
UN Universal Declaration of Human Rights	

9. Version Control

Version	Amendment/s	Date created	Author
1.0	Establish policy	01 June 2020	Chief Executive Officer
2.0	Review and amendment to policy, as approved by the Bapcor Board	20 August 2024	ESG Manager