



---

# Environment, Social and Governance (ESG) Policy

**Policy No.** BAPCORP120  
**Effective date:** 31 August 2017  
**Last review date:** 20 August 2024  
**Recommended by:** Remuneration & ESG Committee  
**Authorised by:** Bapcor Board

## Our Values



### We do the right thing...

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



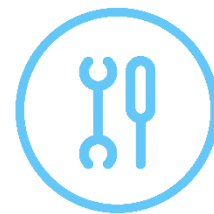
### We are in it together...

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.

## Bapcor Limited ESG Policy

---

### 1 Introduction

- (a) Bapcor Limited (Bapcor) recognises the relevance and interdependencies of engaging with stakeholders, delivering shareholder wealth and optimising business operations in a socially and environmentally responsible manner for a sustainable and successful business.
- (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) The purpose of this policy is to provide principles, commitments, and responsibilities to guide Bapcor's sustainable performance.
- (d) This policy applies to everyone who works at Bapcor, including contractors and consultants.
- (e) This policy is reviewed regularly by the Board of Bapcor (Board) to ensure its appropriateness.

---

### 2 Principles

Our approach to ESG is underpinned by the following key Principles:

- (a) Ensure commitment and progress towards identified key Areas of Focus (section 3);
- (b) Assess the effectiveness of Bapcor's initiatives and policies that support key Areas of Focus in Bapcor's operations and supply chain;
- (c) Seek to identify, assess and mitigate ESG risks and emerging ESG issues to understand their materiality with regard to Bapcor's long term value creation and their impacts on all relevant stakeholders;
- (d) Have regard to Bapcor's responsibility to serve the communities in which Bapcor's businesses operate and impact;
- (e) Adhere to all relevant laws and regulations;
- (f) Commit to transparent reporting and disclosures of ESG practices and performance to provide stakeholders with clear and accessible information;
- (g) Encourage innovation in sustainability practices and aspire to be a leader in ESG within the automotive aftermarket industry;
- (h) Disseminate this policy to everyone who works at Bapcor, including contractors and consultants; and
- (i) Make this policy publicly available, via publication on the Bapcor website.

---

### 3 Areas of Focus

#### 3.1 Ethical Supply Chain / Procurement

- (a) This includes Bapcor's commitment to operate and procure in a manner consistent with an ethical supply chain.
- (b) Our commitment to Ethical Supply Chain / Procurement is to:

- (i) Support the principles within the Universal Declaration on Human Rights, International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, and UN Guiding Principles on Business and Human Rights.
- (ii) Uphold our stance on the respect for human rights and elimination of modern slavery in our operations and supply chain and hold our suppliers to account on their own supply chains.
- (iii) Provide complaint and grievance mechanisms for team members and the broader community to raise risks or concerns in Bapcor's supply chain and procurement processes.

### **3.2 Environmental Sustainability**

- (a) This includes Bapcor's performance in respect of greenhouse gas emissions measurement and reduction, waste management and product packaging strategy.
- (b) Our commitment to Environmental Sustainability is to:
  - (i) Reduce Scope 1 and 2 emissions in line with identified targets.
  - (ii) Transition Bapcor's operations towards renewable energy and a low carbon future.
  - (iii) Assess and improve waste management processes and increase levels of waste diverted from landfill.
  - (iv) Support the principles and ensure alignment with the Australian Packaging Covenant Organisation.

### **3.3 Practise Good Governance – Supporting & Developing our Team Members**

- (a) This includes Bapcor's performance in respect of safety, employee engagement and diversity, equity & inclusion, as well as our approach to strong ethical governance structures and practice.
- (b) Our commitment to our people is to:
  - (i) Provide a safe working environment for all team members, in a positive and open culture.
  - (ii) Support the learning and development of all team members.
  - (iii) Be an inclusive and diverse organisation.
- (c) Our commitment to good governance is to:
  - (i) Practice zero tolerance in respect of anti-bribery, fraud and corruption.
  - (ii) Comply with laws and regulations that apply to personal information data collection, security, and confidentiality, with data management practices governed by our Security Policy Framework.
  - (iii) Provide training to our team members on our Code of Conduct, and Security and Data Privacy practices.
  - (iv) Manage our material topics through Bapcor's ESG governance structures including appropriate committees and working groups.

### 3.4 Positively Impact Our Communities

- (a) This includes Bapcor’s performance in respect of community engagement and social impact, including our engagement with customers.
- (b) Our commitment to communities is to support initiatives that provide positive outcomes to communities that Bapcor engages with.

## 4 Responsibilities

- (a) The Remuneration and ESG Committee (RESGC) operates under the delegated authority of the Board.
- (b) The Remuneration and ESG Committee Charter (which can be found at <https://www.bapcor.com.au/governance>) ensures a focus on ESG by the RESGC.
- (c) The Board has responsibility for this policy, including its regular review and the monitoring of its effectiveness.
- (d) The Board commits to annually:
  - (i) set and review objectives in relation to ESG Policy; and
  - (ii) assess Bapcor’s progress in achieving the objectives as they relate to the Areas of Focus.
  - (iii) Review Bapcor’s Corporate Governance Statement, ESG Report, ESG Policy and ESG Strategy.

## 5 Related Policies

- (a) This policy is an overarching policy that is supported by Bapcor’s Code of Conduct and existing policies, including but not limited to:
  - (i) Human Rights Policy
  - (ii) Anti-Bribery, Corruption and Fraud Policy
  - (iii) Diversity, Equity & Inclusion Policy
  - (iv) Ethical Supply Chain/Procurement (ESC/P) Policy
  - (v) Integrity Policy; and
  - (vi) Whistleblower Policy

## 6 Version Control

Version	Amendment/s	Date created	Author
1.0	Establish policy	31 August 2017	

1.1	Update policy	12 April 2018	Chief Executive Officer
1.2	Update policy	1 December 2021	Chief Executive Officer
1.3	Update policy	15 August 2023	ESG Manager
1.4	Update policy	20 August 2024	ESG Manager