



### 1.0 Purpose

We understand the increasing environmental and social challenges caused by our changing climate and recognise that we have a role to play in reducing the long-term effects of human-induced climate change. BIC Consolidated is therefore committed to undertaking business in an environmentally responsible and sustainable manner, embracing circular economy principles and reducing our impact on the environment. This means considering the relevance and potential impact of climate change risks in any analysis of our business and in the context of the interest of our stakeholders and where relevant, integrating climate change impacts into strategic objectives and risk mitigation activities.

Further, as a signatory to the United Nations Global Compact (UNGC) we are also committed to implementing the UNGC Environmental Principles:

- Principle 7: Businesses should support a precautionary approach to environmental challenges.
- Principle 8: Undertake initiatives to promote greater environmental responsibility.
- Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

BIC Consolidated is committed to meeting regulatory requirements while driving sustainability outcomes through our direct action and influence. The commitments and actions described in this policy are delivered through our Environmental, Social and Governance Strategy.

### 2.0 Scope

This policy applies to all BIC Consolidated operations and employees. We recognise that some environmental aspects are under our direct management control, while others are influenced by working in collaboration with customers and our supply chain:

- *Customers*: some of our most significant impacts relate to the way that our customers manage and reduce their carbon emissions or dispose of the waste generated by the occupants and visitors to those assets. Where this is the case, we are committed to being an active participant in the identification of opportunities to minimise emissions and maximise the efficient use of resources.
- *Suppliers*: BIC Consolidated expects its suppliers to uphold the following principles and urges them to adopt similar policies within their own businesses.

### 3.0 Non-negotiable principles

We will:

- Adopt the precautionary principle and always act to prevent harm to the environment.
- Not knowingly breach any environmental laws or legislation in the delivery of our services.
- Prioritise the purchase of environmentally sound products and services.
- Set targets and monitor and reduce our carbon emissions.

### 4.0 Definitions

**The Company:** refers BIC Consolidated, a member of the Bidvest Group of Companies.

**Biodiversity:** The variety of plant and animal life in the world or in a particular habitat, a high level of which is usually considered to be important and desirable.

**Circular economy:** An economic model designed to minimise resource input as well as waste and emission production.

**Carbon emissions:** Measured in CO<sub>2</sub>e, measures the carbon dioxide equivalent that may be released from a chosen human activity.



**Employee:** A person who has accepted employment with the Company (whether permanent, fixed term or casual), contractors, consultants and directors wherever located.

**Supplier:** An individual or organisation that provides goods or services to the Company.

**Science Based Targets Initiative:** This is a corporate climate action organisation that enables companies and financial institutions worldwide to play their part in combating the climate crisis.

### 5.0 Commitment

The United Nations Climate Change agreements have resulted in an increasing number of governments and businesses adopting zero carbon emission targets by 2050. BIC Consolidated is committed to re-establishing and delivering on a Net Zero Science Based Targets Initiative (SBTi) goal which will see us remain committed to taking action to limit global temperature rise to 1.5 °C above pre-industrial levels. This means that we will integrate climate risk, resilience and adaptation into our broader business, decision making and operations, striving to continuously improve outcomes for the benefit of BIC Consolidated and the environment.

We know that focusing our efforts on managing and operating efficiently will enable us to:

- Drive efficiencies across our business.
- Meet and exceed regulatory requirements, including upcoming Mandatory Climate Reporting requirements.
- Play our part in the mitigation of climate change and its impacts and ensure that we are well placed to adapt to any impacts on our business.
- Reduce the generation of waste and waste going to landfill.
- Ensure that we meet our stakeholders' expectations and can support our customers in the achievement of their sustainability objectives and influence our suppliers to embed sustainability principles within their own businesses.

Our commitment includes:

- Being compliant with all relevant environmental laws, regulations and industry standards.
- Managing environmental impacts systematically through our integrated and externally certified environmental management system consistent with ISO14001:2015
- Looking for opportunities to improve our environmental performance through setting targets to minimise the consumption of energy and water and reducing waste generation at our own assets as well as supporting our customers to achieve their waste management objectives.
- Targeting 100% of our electricity needs being sourced from renewable sources.
- Transitioning towards circular economy principles for the procurement, use and end of life treatment of materials that minimise the disposal of materials in landfill. This includes choosing environmentally sound products and services, minimising environmental impact as well as potential negative health and safety impacts.
- Maintaining effective disclosure on our environmental performance within relevant regulatory and voluntary reporting frameworks and disclosing our approach to managing climate related risks and opportunities appropriately. This includes committing to reporting on our carbon footprint in line with the Green House Gas Protocol each year and publicly report the results.
- Understanding and mitigating our potential impact on biodiversity, in line with our Biodiversity Approach.
- Addressing swiftly and disclosing transparently any negative environmental impact that has occurred as a result of our operations.



An important element of our services to customers is waste management. As such we are committed to continuously improving waste management practices that maximise circular economy principles and reduce waste going to landfill.

### 6.0 Implementation

*Environmental Management System:*

BIC Consolidated maintains a detailed environmental management system, certified against international standard ISO14001. Through this system we ensure that we:

- Facilitate the identification and implementation of legislative requirements and best practices.
- Aim to continually improve our environmental performance and minimise our environmental footprint.
- Put in place measurable environmental objectives and targets for our business and operations and assign actions and owners to achieve these objectives and targets. Performance against these targets will be regularly assessed and publicly reported.
- Integrating the management of climate risks into our broader Risk Management approach.
- Take account of our impact on biodiversity and integrate biodiversity management within our organisational strategy and operations.
- Engage with our stakeholders, in particular employees and suppliers, and confirm that they are aware of the impact of their actions on the environment. We will provide training (supported by process documentation) and appropriate incentives to ensure they are motivated to undertake their activities in an environmentally responsible manner and comply with or exceed the requirements of relevant environmental legislation.
- Actively identify and implement appropriate programs to reduce our impact on the environment.
- Review compliance with all requirements through management review and regular site audits. This includes having processes in place to respond to environmental emergencies such as leaks or spills, as well as reporting transparently and in a timely manner on any environmental impacts and their severity.
- Identify, manage and monitor potential risks and opportunities presented by climate change.
- Actively involve and take into consideration the views of interested parties.
- Provide transparent monitoring and reporting of our environmental performance, specifically through our annual ESG Report.
- Benchmark our performance using tools such as EcoVadis and support our customers in the benchmarking of their assets against other industry tools such as NABERS Waste ratings.
- Ensure that this Policy is available to the public and any interested stakeholders.

The engagement with stakeholders is critical. In line with Sustainable Development Goal 17 - Partnership for Goals, will be focused on collaborating across our value chain, for example identifying opportunities to work with customers to improve their sustainability performance, collaborating with suppliers to meet our environmental expectations, and engaging our people to challenge our approach and provide insight into how we can continue to improve environmental performance.

### 7.0 Related policies, procedures and guidelines

- BIC Consolidated ESG Strategy
- Code of Conduct
- Sustainability & Community engagement policy
- Supplier Code of Conduct
- Sustainable Procurement Policy
- Green Cleaning Policy
- Risk Management Framework
- Quality Policy
- Safety Policy



### 8.0 Ownership and version control

Responsibility for the implementation and review of this policy sits with the BIC Executive Committee, with oversight and support from the ESG Committee.

<b>Policy Owner</b>	General Manager, ESG
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1.1	CCO team review	CE, LD
1.2	Executive Management Team Review	CE, NC
1.5	Format and Re-brand	LD