

Sustainability Policy

1. About this Policy

This Sustainability Policy creates a framework for understanding and managing sustainability throughout the workplace. Sustainability, in BGC Australia Pty Ltd ('BGC') context, is defined as an integrated approach to create lasting benefits today without compromising the ability of future generations to meet their own needs.

2. Scope

This policy applies to the BGC Group which includes BGC Australia Pty Ltd ('BGC').

3. Policy

BGC is committed to:

- Ensuring the safety and well-being of our people and partners.
- Supporting our teams to be diverse, engaged, motivated and competent in their roles.
- Promoting the fair treatment of our people and everyone in our value chain.
- Supporting innovation and sharing of ideas, internally and externally, to co-create value that benefits our business, our customers, the community, and the environment.
- Reducing our impact on the natural environment with good management of water, energy, emissions, and waste.
- Valuing resource productivity with efficient use of materials and recognising that resources have value throughout multiple cycles of use and re-use.
- Measuring, reducing, and reporting our greenhouse gas emissions which impact on the changing climate.
- Delivering safe, resilient, and affordable products, infrastructure and services which positively influence how people live and their quality of life.
- Achieving sustainable, profitable growth while complying with all legal requirements and high ethical standards of conduct.
- Working with our partners on the sustainability journey and together creating great jobs, great results and long-term economic growth.
- Communicating this Sustainability Policy to all personnel via the intranet and the wider community through publication on our website and on request.

4. Review

All policies at BGC are subject to periodic review to ensure they comply with current legislation and regulations, remain relevant to BGC's organisational values, and meet best practice standards.

5. Approval

This Policy has been approved and authorised by Daniel Cooper, CEO, effective as of 30th January 2025.