

## Scope

This policy relates to how the products, services, and operations within B&J Group and across our supply chain will be continually reviewed and improved, so that we can integrate environmental and social considerations into our everyday practices and make a positive contribution to society.

## Purpose/Objective

We acknowledge that our company has potential impacts on people and planet through our operations and supply chains. Through this policy we:

- Commit to comply with applicable law in all our operations.
- Commit to protect human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in our own or other country.
- Commit to minimise our impact on our environment and maximise the effective use of resources.
- Commit to foster responsible environmental behaviour amongst staff at all levels.
- Commit to minimise risks and impacts through processes and systems to implement, measure and monitor environmental and social performance.
- Commit to increase communication and awareness of our efforts.

## Principles

### People

We will:

- comply with legislation such as the Modern Slavery Act 2018 and Bribery Act 2010.
- provide a safe and healthy workplace and support diversity and inclusion.
- create useful opportunities for development of all workers.
- engage early and meaningfully with stakeholders, including indigenous organisations, communities, industry, and government.
- encourage our employees to volunteer via programs organised internally or externally.
- support local charities by donating product and time e.g. staff participation in volunteering days.

### Planet

We will:

- comply with all laws governing the environment.
- strive to better understand both the direct and indirect impact that our practices may have on the environment and minimise or offset our impact on the environment.
- work towards the conservation of energy, water, and resources in all our operations.
- reduce operational waste and dispose of waste thoughtfully, and follow the waste hierarchy of 'Avoid, Reduce, Reuse, Recycle'.
- partner with our suppliers to lessen environmental impact by ethical and sustainable sourcing of products and services.
- take steps to continually improve environmental performance and protect and support biodiversity.
- work with our entire supply chain in order to gain mutual benefits of incorporating environmentally sustainable goals and KPI's into everyday business.
- promote and foster a sustainably aware culture, where responsibility is assigned and understood.

## Economic

We will:

- consider and support sustainability initiatives with a strong business case.
- integrate sustainability into our existing business models, accounting, and reporting.
- add value to our products and services to support sustainability markets.
- reduce operating costs through improved resource management eg, water, waste, energy, carbon, employee engagement.
- manage risk of operational disruptions e.g. resource scarcity, climate change impact, or community risks.
- reduce reputation risks and communicate actions.

This policy has been devised to ensure that as we continue to develop as a prosperous company, we will continually assess and improve our environmental performance through the support and involvement of all employees.

This policy will be communicated and made available to any interested party upon request.

Gerrit Pool

Technical Director

10<sup>th</sup> May 2023