



## Sustainability at BINGO

At BINGO, our success is inextricably linked to sustainability.

BINGO's strategic intent is to divert waste from landfill through a recycling-led solution, investment in technology, and continuous innovation to enhance sustainability outcomes and maximise returns. Through investing in recycling and resource management infrastructure, we help our customers, governments and communities to move toward a truly circular economy, by closing the resources loop.

Our approach to sustainability is borne out of our Vision: 'Pushing for a waste-free Australia'. It informs our strategy and is central to everything we do.

Our Sustainability Framework sets out BINGO's view of, and approach to, Sustainability. It captures our core sustainability principles, and our long-term sustainability commitments.

We aim to be an environmentally- and socially-responsible, financially successful company. And we want to be a sustainability leader, not only in the recycling and resource management industry, but within corporate Australia.

We address sustainability through three separate but interconnected lenses:

-  Our **ENVIRONMENT**
-  Our **COMMUNITIES**; and
-  Our **BUSINESS**

We transparently report on our sustainability objectives and performance through various KPIs and our annual Sustainability Report.



## Our ENVIRONMENT



### Energy and GHG Emissions

Achieve energy self-sufficiency through the use of alternative fuel solutions



### Resource Efficiency

Achieve industry leading, independently audited resource recovery rate of >75%



### Climate Change

Assess and prepare for climate-related risks and opportunities and minimise our businesses' contribution to climate change



### Environmental Management

Minimise the impact of our operations on the environment



## Our Communities



### Customer Service

Provide our customers with a superior customer experience



### Diversity and Inclusion

Invest in the development of a diverse and inclusive workforce



### Education

Invest in and educate the next generation of recyclers



### Stakeholder Engagement

Engage transparently and authentically with our stakeholders and endeavor to develop enduring, mutually beneficial relationships



### Social Responsibility

Support community organisations and provide opportunities for disadvantaged community members



### Health and Safety

Ensure the health and safety of our people and those under our care



## Our BUSINESS



### Governance

Ensure regulatory compliance and effective risk management



### Innovation

Aspire to operational best practice and industry leadership



### Sustainable Growth

Achieve consistent, superior financial returns for our shareholders



### Supply Chain

Partner with suppliers and sub-contractors for sustainable outcomes

# Our long-term sustainability commitments

In addition to annual sustainability targets that we establish at the start of every financial year, we have also established a number of long-term sustainability commitments.

<p style="text-align: center;"><b>Climate Risk</b></p> <hr/> <p><b>Responding to climate change.</b> Bingo is committed to further exploring climate risks and opportunities and going forward, will align our approach to the Task Force on Climate-related Financial Disclosures (TCFD) framework.</p> <div style="display: flex; justify-content: space-around;">   </div>	<p style="text-align: center;"><b>Leading practice environmental management</b></p> <hr/> <p><b>Driving towards a circular economy.</b> Bingo is committed to enhancing diversion of waste from landfill through investment in recycling infrastructure and innovation.</p> <div style="display: flex; justify-content: space-around;">    </div> <div style="display: flex; justify-content: space-around; margin-top: 10px;">   </div>	<p style="text-align: center;"><b>Health &amp; Safety</b></p> <hr/> <p><b>Creating a safe environment.</b> Bingo is committed to being relentless in our pursuit of zero harm for our people.</p> <div style="text-align: center; margin-top: 20px;">  </div>	<p style="text-align: center;"><b>Energy &amp; GHG Emissions</b></p> <hr/> <p><b>Becoming energy self-sufficient.</b> Bingo is committed to optimising the use of solar energy at its network of recycling facilities and assessing alternate fleet fuel solutions.</p> <div style="display: flex; justify-content: space-around; margin-top: 20px;">   </div>	<p style="text-align: center;"><b>Diversity &amp; Inclusion</b></p> <hr/> <p><b>A culture that values and leverages diversity.</b> Bingo is committed to achieving a long-term target of 30% female representation on our Bingo Board.</p> <div style="display: flex; justify-content: space-around; margin-top: 20px;">   </div>
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## Our Approach



### Our ENVIRONMENT

Overview	<p>As a rapidly growing company in the Australian recycling and waste management sector, we have a responsibility to not only manage our own impact on the environment, but also to set an example and encourage best-practice right across our industry.</p> <p>Environmental sustainability is central to the health of both our planet and the communities in which we operate. Our activities today impact current and future generations. Best-practice environmental management is central to the continued growth and success of our business.</p>	
Key principles and focus areas	Environmental management	Minimise the impact of our operations on the environment
	Resource efficiency	Achieve industry leading, independently audited resource recovery rate of >75%
	Energy and GHG Emissions	Achieve energy self-sufficiency through the use of alternative fuel solutions
	Climate Change	Assess and prepare for climate-related risks and opportunities, including developing abatement strategies and minimise our businesses' contribution to climate change

Relevant Policies	<ul style="list-style-type: none"> <li>• Environmental Policy</li> <li>• Quality Policy</li> <li>• SEQ Risk Management Policy</li> <li>• Hazardous Substances and Dangerous Goods Policy</li> <li>• Climate Change Statement</li> </ul>
Relevant Plans/ Strategies	<ul style="list-style-type: none"> <li>• Environmental Management Plan</li> </ul>
Reporting	<ul style="list-style-type: none"> <li>• Environmental performance</li> <li>• Arcadis independent audit of recovery rates</li> <li>• Sustainability Report</li> </ul>
Our partners	<ul style="list-style-type: none"> <li>• Planet Ark</li> <li>• Infrastructure Sustainability Council of Australia (ISCA)</li> <li>• Green Building Council of Australia</li> </ul>
What we measure	<ul style="list-style-type: none"> <li>• Independent accreditation of management systems and facilities</li> <li>• Diversion of material from landfill</li> <li>• Energy self-sufficiency</li> <li>• Vehicle emissions</li> <li>• GHG emissions and abatement</li> <li>• Fuel usage</li> <li>• Water usage</li> <li>• Environmental non-conformances</li> </ul>
Materiality aspects	<ul style="list-style-type: none"> <li>• Environmental performance</li> <li>• Leading practice environmental management</li> <li>• Energy and GHG Emissions</li> <li>• Climate risk</li> </ul>
Key initiatives	<ul style="list-style-type: none"> <li>• Asbestos management trial with NSW EPA</li> <li>• Establishment of a Recycling Ecology Park in Sydney's Western suburbs</li> <li>• Solar Panel Program</li> <li>• BINGO's Schools Recycling Education Program</li> </ul>
Relevant UN Sustainable Development Goals	
Relevant BINGO strategic priority	<ul style="list-style-type: none"> <li>• Growth and Innovation</li> <li>• Resource Recovery</li> </ul>
Relevant GRI Topics	<ul style="list-style-type: none"> <li>• Environmental Compliance (GRI 307)</li> <li>• Effluents and Waste (GRI 306)</li> <li>• Water (GRI 303)</li> <li>• Materials (GRI 301)</li> <li>• Biodiversity (GRI 304)</li> <li>• Supplier environmental assessment (GRI 308)</li> <li>• GHG Emissions (GRI 305)</li> <li>• Energy (GRI 302)</li> </ul>



Our COMMUNITIES

<p>Overview</p>	<p>BINGO is well aware that wherever we operate we are the guests of the local community.</p> <p>It is BINGO policy to engage transparently and authentically with our stakeholders and we endeavour to develop enduring, mutually-beneficial relationships with them.</p> <p>We define our stakeholders as any group, organisation or individual that has the potential to impact, or be impacted by, our business operations. These include (but are not limited to) our customers, our supply chain, the communities within which we operate, and BINGO employees.</p> <p>It is our stakeholders who provide us with our social license to operate.</p>	
<p>Key principles and focus areas</p>	<p>Customer Service</p>	<p>Provide our customers with a superior customer experience.</p>
	<p>Health and Safety</p>	<p>Ensure the health and safety of our people and those under our care.</p>
	<p>Stakeholder Engagement</p>	<p>Engage transparently and authentically with our stakeholders and endeavour to develop enduring, mutually beneficial relationships.</p>
	<p>Social Responsibility</p>	<p>Support community organisations and provide opportunities for disadvantaged community members.</p>
	<p>Education</p>	<p>Invest in and educate the next generation of recyclers.</p>
	<p>Diversity and inclusion</p>	<p>Invest in the development of a diverse and inclusive workforce.</p>
<p>Relevant Policies</p>	<ul style="list-style-type: none"> <li>• People and Culture Committee Charter</li> <li>• Code of Conduct</li> <li>• Discrimination, Harassment and Bullying Policy</li> <li>• SEQ Risk Management Policy</li> <li>• Workplace Health and Safety Policy</li> <li>• Human Rights Statement</li> <li>• Stakeholder Engagement Policy</li> <li>• Inclusion Framework</li> <li>• Diversity Policy</li> </ul>	
<p>Relevant Plans/ Strategies</p>	<ul style="list-style-type: none"> <li>• Stakeholder Engagement Plan</li> <li>• Reconciliation Action Plan</li> <li>• BINGO's Schools Recycling Education Program</li> </ul>	
<p>Reporting</p>	<ul style="list-style-type: none"> <li>• Employee engagement survey</li> <li>• Sponsorship report</li> <li>• SEQ report</li> </ul>	
<p>Our partners</p>	<ul style="list-style-type: none"> <li>• McGrath Foundation</li> <li>• Cancer Council NSW</li> <li>• Career Trackers</li> <li>• Reconciliation Australia</li> </ul>	

	<ul style="list-style-type: none"> <li>• Outlook</li> </ul>
What we measure	<ul style="list-style-type: none"> <li>• Employee engagement</li> <li>• Employee turnover</li> <li>• Inclusion</li> <li>• Education</li> <li>• Safety performance</li> <li>• Community sponsorship</li> <li>• Employee Training</li> <li>• Students educated through BINGO's Schools Waste Education Program</li> </ul>
Materiality aspects	<ul style="list-style-type: none"> <li>• Employee engagement and culture</li> <li>• Diversity and inclusion</li> <li>• Community Engagement</li> <li>• Health and Safety</li> </ul>
Key initiatives	<ul style="list-style-type: none"> <li>• BINGO's Schools Recycling Education Program</li> <li>• Reconciliation Action Plan</li> <li>• Cancer Council and McGrath Foundation fundraising partnership</li> <li>• Inclusion framework</li> </ul>
Relevant UN Sustainable Development Goals	
Relevant Bingo Strategic Priority	<ul style="list-style-type: none"> <li>• Develop and retain talent</li> <li>• Safety</li> <li>• Growth and Innovation</li> </ul>
Relevant GRI topics	<ul style="list-style-type: none"> <li>• Employment (GRI 401)</li> <li>• Labour management relations (GRI 402)</li> <li>• Training and education (GRI 404)</li> <li>• Diversity and Equal Opportunities (GRI 405)</li> <li>• Non-discrimination (GRI 406)</li> <li>• Rights of Indigenous Peoples (GRI 411)</li> <li>• Occupational health and safety (GRI 403)</li> <li>• Customer health and safety (GRI 416)</li> <li>• Local communities (GRI 413)</li> </ul>



## Our BUSINESS

Overview	<p>BINGO aims to maintain a sustainable business by providing consistent, superior financial returns for our shareholders.</p> <p>We aspire to operational best practice and to be an industry leader through innovation, regulatory compliance and effective risk management.</p>	
Key principles and focus areas	Sustainable Financial Growth	Achieve consistent, superior financial returns for our shareholders
	Innovation	Aspire to operational best practice and industry leadership
	Governance	Ensure regulatory compliance and effective risk management
	Supply Chain	Partner with suppliers and sub-contractors to achieve sustainable outcomes within BINGO's supply chain
Relevant Policies	<ul style="list-style-type: none"> <li>• Corporate Governance Statement</li> <li>• Code of Conduct</li> <li>• Audit and Risk Committee Charter</li> <li>• Constitution</li> <li>• Trading Policy</li> <li>• SEQ Risk Management Policy</li> <li>• Disclosure and Materiality Guidelines Policy</li> <li>• Supply Chain Policy</li> <li>• Whistleblower Policy</li> <li>• Board Skills Matrix</li> <li>• Risk Management Framework</li> <li>• Continuous Disclosure Policy (tbd)</li> <li>• Procurement Policy</li> </ul>	
Relevant Plans/Strategies	<ul style="list-style-type: none"> <li>• Group Strategy and Business Plans</li> <li>• Risk Management Framework</li> <li>• Whistleblower Policy</li> </ul>	
Reporting	<ul style="list-style-type: none"> <li>• Annual Report</li> <li>• Market updates</li> </ul>	
Our partners	<ul style="list-style-type: none"> <li>• Australian Council of Recycling</li> <li>• Waste Management &amp; Resource Recovery Association of Australia</li> <li>• Business Council for Sustainable Development Australia</li> <li>• The Ethics Centre</li> <li>• Infrastructure Sustainability Council of Australia</li> <li>• Green Building Council of Australia</li> </ul>	
What we measure	<ul style="list-style-type: none"> <li>• Net revenue</li> <li>• Pro Forma EBITDA</li> <li>• Pro-forma NPAT</li> <li>• Return on Capital Employed (ROCE)</li> <li>• Statutory Earnings Per Share (EPS) growth</li> </ul>	
Materiality aspects	<ul style="list-style-type: none"> <li>• Governance and risk management</li> <li>• Growth</li> </ul>	

# Our Sustainability Framework

Key initiatives	<ul style="list-style-type: none"> <li>Risk Management Framework</li> </ul>
Relevant UN Sustainable Development Goals	 
Relevant Bingo Strategic Priority	Growth and Innovation
Relevant GRI Topics	<ul style="list-style-type: none"> <li>Management approach (GRI 103)</li> <li>Procurement practices (GRI 204)</li> <li>Economic performance (GRI 201)</li> <li>Indirect economic impacts (GRI 203)</li> </ul>