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# Human Rights Statement

## INTRODUCTION

BINGO Industries (“BINGO”, “we”, “us”, “our” or the “Company”) acknowledges that human rights are universal and fundamental rights, freedoms and standards of treatment to which all people are entitled.

While it is the duty of governments to protect the rights of their citizens, we recognise that businesses also have a critical role to play. In line with BINGO’s Values and our Sustainability Framework, we recognise that respecting and promoting human rights is integral to our social license to operate and that the commercial viability of our business will only continue in a society where human rights are upheld and promoted.

We are aware of BINGO’s ability to promote human rights in our society by highlighting instances of abuse of power and the inappropriate exertion of influence wherever we identify it.

In particular, BINGO’s Vision for a “waste-free Australia” supports the protection and promotion of human rights through contributing to Australia’s efforts to maintain a clean, healthy and sustainable environment, which is essential to the realisation and enjoyment of human rights.

## OUR COMMITMENT

BINGO, as a recycling and waste management service provider operating within local communities, is committed to ensuring our operations do not infringe upon the rights of others. BINGO also commits to actively promoting positive human rights impacts within our sphere of influence, particularly in our supply chain.

- **Environment**

- A safe, healthy and sustainable environment is integral to the fulfilment and enjoyment of human rights. BINGO promotes such an environment through our business strategy to invest in recycling and resource recovery technology and infrastructure.
- BINGO commits to mitigate the risk of our business operations causing environmental impacts on human rights through maintaining an International Organisation for Standardisation (ISO)-accredited Environmental Management System that aligns to international best-practice.

- **Children and young workers**

- BINGO prohibits child labour, does not employ children, and is against all forms of exploitation of children. As defined by the International Labour Organisation (ILO) Convention, child labour is work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under the age of 18 that is hazardous to the physical or mental health of the child.
- BINGO is committed to creating educational, training and apprenticeship opportunities that are tied to formal education for youth and young workers.

- **Forced labour and human trafficking**

- BINGO believes all people have the right to freedom of engagement and we recognise that people work because they want or need to, not because they are forced to do so.

- BINGO prohibits forcibly indentured labour, bonded labour, slavery or servitude and we strictly prohibit our employees, suppliers and other business partners from engaging in human trafficking-related activities.
- **Community investment and engagement**
  - We support and promote the quality of life for community members through raising awareness of and funds for not-for-profit and community-related organisations.
  - BINGO promotes human rights through the support of local community organisations and sporting groups through our sponsorship and donation program.
  - We are committed to investing in the local economies of the communities in which we operate through sourcing locally, employing local people – particularly the disadvantaged, including migrants and refugees - and engaging local contractors, where appropriate.
- **Human rights in the BINGO workplace**
  - All employment within BINGO must be in full compliance with all applicable laws and regulations including those concerning hours, compensation, opportunity and working conditions. BINGO is committed to assisting employees achieve a healthy work-life balance and discourages excessive working hours. Compensation of employees meets or exceeds minimum legal requirements and our compensation philosophy is that remuneration is competitive with industry standards. At BINGO we base employment decisions on merit, considering qualifications, skills and achievements. We do not tolerate bullying, discrimination or harassment in any form.
  - We recognise and respect our employees’ rights to freedom of association – to join, or refrain from joining, free from coercion, associations and/or labour unions. We recognise that employees have the right to organise and join associations and bargain collectively, if they so choose.
  - BINGO expects all employees to act lawfully to other employees, business partners and those in local communities as outlined in our Code of Conduct. BINGO encourages the protection of our employees’ rights through policies and procedures, and these are regularly communicated to employees upon joining the Company and through periodic communications and training.
  - BINGO maintains workplace health and safety policies and procedures which ensure employees enjoy a clean, orderly and safe work environment.
- **Relationship with Indigenous people**
  - Within the framework of BINGO’s values, national and international law, we respect the cultures, customs and values of the people in communities where we operate.
  - We are committed to proactively engaging with Indigenous people and communities and to consult and understand their needs, concerns and aspirations.

## Administration

### Reporting a breach of this statement

BINGO encourages our employees and other stakeholders to raise concerns should they witness a breach of human rights or this statement within BINGO's operations or supply chain.

As per BINGO's Grievance Policy, employees should report any potential breach to their direct line manager or People & Culture representative, or BINGO's Chief People and Culture officer. This Statement should be read in conjunction with BINGO's Diversity and Inclusion Framework.

If you require further information or assistance or are uncertain about the application of this statement or the law, please contact BINGO's General Counsel or Company Secretary.



**Daniel Tartak**  
Chief Executive Officer April 2019