

BINGO INDUSTRIES SUPPLIER CODE OF CONDUCT





INTRODUCTION

About BINGO

BINGO is an ASX-listed recycling and waste management company providing end-to-end solutions across the waste management supply chain including collections, processing, separation, recycled product manufacturing and disposal.

We manufacture a range of recycled building and landscaping products as part of our ECO Products range, including recycled sand and soils, aggregates, road base and mulch. Through our subsidiary TORO, BINGO is also Australia's leading manufacturer of waste equipment and steel bins.

BINGO operates across the Building and Demolition (B&D) and Commercial & Industrial (C&I) waste streams. B&D waste includes demolition and construction of residential and commercial building projects, infrastructure projects and the home owner market. C&I waste is mostly from commercial businesses, retail and shopping centres, individual sites and the government sector. BINGO operates a fleet of collections vehicles and significant network of resource recovery and disposal facilities across NSW and VIC.

For BINGO to be able to carry out our resource recovery service and create our ECO Products, we are dependent on our suppliers who provide us with a range of products and services. As we hold ourselves to high standards of business practice, we also have an expectation that our suppliers, and our suppliers' suppliers (our upstream supply chain), operate in alignment with the core principals outlined in our Supplier Code of Conduct ('Code').

PUSHING FOR A WASTE FREE AUSTRALIA

We acknowledge and pay our respects to Aboriginal and Torres Strait Islander peoples as the First peoples of Australia, whose ancestral lands and waters we work and live on. We pay our respect to Elders past, present and emerging, and acknowledge the cultural authority of all Aboriginal and Torres Strait Islander peoples across Australia.

Committing to the UN Sustainable Development Goals

In 2015, United Nations member states committed to contributing to the delivery of the 17 agreed Sustainable Development Goals (SDGs).

The purpose of the SDGs is to provide a global framework for improving health and education, reducing poverty and inequality and spurring economic growth while tackling climate change and working to preserve the natural environment. BINGO is committed to contributing to the SDG outcomes through adhering to sustainable business practices. While there are many SDGs that we focus on as a business, we have identified the SDGs that are most relevant to the application of this Code are:

- Decent work and economic growth;
- Partnerships for the Goals;
- Reduced inequalities; and
- Responsible consumption and production.



Purpose of this Code

This Code outlines how BINGO will work with our suppliers to:

- promote BINGO's expected standards of business practice throughout our supply chain, supporting our license to operate;
- reduce the environmental and social risks associated with our business activities;
- ensure BINGO's procurement practices are fair, ethical and abide by applicable laws and regulations;
- ensure BINGO's procurement activities are inclusive, allowing opportunity for business development that promotes diversity; and
- enhance their sustainability performance, realising mutually beneficial outcomes for BINGO, our supply chain and the communities in which we operate.

BINGO expects our suppliers to encourage and work with their respective suppliers and subcontractors to ensure that they also strive to meet the principles of this Code.

BINGO will work with our suppliers to ensure that we achieve improved outcomes in each of the key areas outlined in this Code.

BINGO looks to actively partner with suppliers that have already demonstrated they have adopted these principles or can demonstrate that they will work with us to achieve the standards set out in the Code.

The principles in this Code are underpinned by the Universal Declaration of Human Rights; the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work; the Rio Declaration on Environment and Development; and the United Nations Convention Against Corruption.



SOCIAL

Human and Labour Rights

At BINGO we respect and support human rights as set out in the Universal Declaration of Human Rights. It is expected that our suppliers comply with all applicable laws and respect internationally recognised human rights, wherever you operate. As a supplier to BINGO it is expected that you respect the human and labour rights of: workers; the communities affected by your activities; and your own supply chain.

Child Labour

Child labour is strictly prohibited in all jurisdictions where BINGO operates, and we maintain a zero tolerance for any child labour within our supply chain. Whilst direct operations may be in countries that have a lower likelihood of child labour it is important to recognise that many suppliers in your own supply chain may present a greater risk. It is expected that you will exert influence on subcontractors, suppliers and other business affiliates to combat child labour.

It is expected that minimum age provisions of national legislation are adhered to and where this may be insufficient, take into account international standards.

Suppliers should be consistent with the rights set forth in the Convention on the Rights of the Child, the ILO Minimum Age Convention (C.138-1973) or the Prohibition and Immediate Elimination of the Worst Forms of Child Labour Convention (C. 182-1999).

Forced Labour

Suppliers should not be complicit in or benefit from forced labour. This includes not directly or indirectly using forced labour. There are several activities that are unacceptable including confiscating workers' identity documents, charging recruitment fees to workers or using any other form of coercion, threats or deception that result in preventing a worker from freely ceasing employment. BINGO expects its suppliers to prohibit any use of forced, bonded, indentured or involuntary labour, and embrace employment practices consistent with ILO conventions pertaining to forced labour. All work, including overtime work, will be voluntary and workers should be free to leave upon reasonable notice. Suppliers should also not mandate that workers hand over government-issued identification, passports or work permits as a condition of employment.



Harassment and Abuse

BINGO expects our suppliers to support and respect the protection of human rights and to ensure that they are not complicit in human rights abuses. We expect our suppliers to create and maintain an environment that treats all employees with dignity and respect and will not use any threats of violence, sexual exploitation or abuse, verbal or psychological harassment or abuse nor be complicit to such activities in your workforce.

Anti-Discrimination

There should be no discrimination in personnel practices or employment in relation to race, colour, sex, religion, political opinion, age, sexual orientation or disability. Employment should negate these discrimination characteristics and be awarded on merit or the inherent requirements of the job.

Freedom of Association and Collective Bargaining

Suppliers are to respect the rights of workers to associate freely and communicate openly with management regarding working conditions without fear of harassment, intimidation, penalty, interference or reprisal. Workers should be able to exercise lawful rights of free association, including joining or not joining any association of their choice. Suppliers must respect the legal right of workers to bargain collectively.

Wages and Benefits

All applicable laws relating to wages and benefits (inclusive of minimum wage, overtime pay) must be complied with. Payment to workers must be made in a timely manner.

Working Hours

Working hours are not to exceed the maximum set by law, including overtime, except in extraordinary business circumstances. Overtime and all applicable allowances will be paid in accordance with the industrial instrument that underpins employment. Suppliers must have an accurate time keeping system that effectively keep records of all time and attendance.

Grievance Systems

Supplier shall ensure that workers have an effective mechanism to report grievances and that facilitates open communication between management and workers.

HEALTH AND SAFETY



Workplace health, safety and wellbeing is a priority for BINGO, and we live by our Zero Harm Framework. We expect that our suppliers also prioritise health and safety for their employees.

You shall provide and maintain a safe work environment and integrate sound health and safety management practices into your business. Workers shall have the right to refuse unsafe/unhealthy work and to report unsafe/unhealthy working conditions.

You shall take reasonable steps to identify workplace hazards and minimise the risk of workplace injury, illness and disease for workers and provide appropriate equipment, resources, instruction, education and training for workers to safely carry out their duties, including personal protective equipment.

You shall engage with workers, customers, members of the community, and BINGO to manage health and safety risks. You should implement effective systems to ensure products and service delivery meet relevant standards and legislative requirements.

ENVIRONMENT

Environmental management is central to BINGO's operations and the outcomes that we aim to achieve. BINGO is always working to ensure environmental compliance and achieving the best environmental outcomes for all our stakeholders. We believe that we have an important role to play locally, as well as contributing to important global environmental issues.

Suppliers must comply with national and local environmental legislation and regulation within your jurisdiction. It is expected that you will utilise best practice approaches in environmental management, which consider cost effective solutions that take into account the use of raw materials and waste reduction.

Suppliers should adopt a precautionary approach to environmental matters, undertake initiatives to promote greater environmental responsibility and encourage the diffusion of environmentally-friendly technologies implementing sound life-cycle practices.

All efforts should be made to reduce greenhouse gas outputs through performance and efficiency measures. Upon request (and where practicable) suppliers must provide reporting data on third-party transportation and distribution of products.

GOVERNANCE AND INTEGRITY

Conflicts of interest

Suppliers must avoid actual or perceived conflicts of interests with any BINGO representative. Suppliers who are partially or wholly owned by a BINGO employee, are a relative of a BINGO employee, or who have a close personal relationship with a BINGO employee must disclose this conflict of interest or if you believe your engagement with BINGO may create an actual or perceived conflict of interest, please contact BINGO procurement: procurement@bingoindustries.com.au

Bribery and Corruption

You must enforce a zero-tolerance approach and implement the appropriate processes that will mitigate corruption in any form, including bribery, extortion, kickbacks, facilitation payments and improper private or professional benefits to customers, agents, contractors, suppliers or other business partners. Suppliers should not offer anything of value, including discounts, gifts or benefits on BINGO's behalf to any government official or their intermediaries.

Business Integrity

Suppliers must behave in a fair, reasonable and ethical manner, when dealing with business partners including BINGO representatives contractors, other suppliers of products and services and prospective customers. Suppliers must possess a current business license and relevant documents required for legal operation, and ensure there are no errors or omissions in certificates, government permits and other lawful records. This includes a proactive approach and methodology to raise any areas of concern including but not limited to breaches of relevant law and regulations. Where a supplier has witnessed misconduct within BINGO's operations, they are encouraged to speak up. Suppliers can speak up through the usual channels of escalation, through the procurement team or their BINGO representative, or may choose to speak up through BINGO's Speak Up Hotline. The details of BINGO's Speak Up Hotline can be found on BINGO's website.

Supplier Code of Conduct

Intellectual Property

Suppliers shall respect intellectual property rights and safeguard customer information. Suppliers shall manage technology and know-how in a manner that protects any intellectual property rights.

Management Systems

BINGO believes that maintaining sound management systems is key to promoting social and environmental well-being within our supply chain. BINGO holds its suppliers accountable to the standards set out in this Code and suppliers should implement or maintain, as applicable, management systems that: facilitate compliance with this Code and the law; identify and mitigate related operational risks; and facilitate continuous improvement.

Performance Reporting

As a listed company, BINGO has an obligation to report to shareholders and the market on its sustainability performance. At times, we may request social and environmental performance data from our suppliers as part of our corporate reporting process. Where this information is available, we expect suppliers to provide this information in a transparent, accurate and honest manner. We encourage our suppliers to incorporate management of, and reporting on, the progress of their internal sustainability plans, diversity initiatives and workplace practices and policies. These reports should be provided to BINGO if available, and upon request.





Information Sharing

BINGO's expectation of its suppliers in the context of sustainability is that they use their influence to engage with their own suppliers to achieve the objectives outlined in this Code.

BINGO has a framework in place to assess the social and environmental performance of our suppliers. We ask suppliers to provide us with information about how they manage the social and environmental issues associated with their business as a standard part of our tender process. In addition to this, BINGO may at times also conduct regular contract reviews. This includes how suppliers identify and manage risks to their business, whether they have systems to minimise their environmental impact, details of their employment and health and safety practices and how they engage with their internal management, customers and community.

Monitoring and Evaluation

BINGO seeks to work with suppliers who have embedded similar principles to manage their own suppliers' environmental and social performance to ensure they meet the minimum requirements as detailed in this Code.

To the extent that a supplier has any concerns with the requirements of this Code or believes that they could potentially be in breach of any aspect of this Code, it is the supplier's obligation and responsibility to proactively inform BINGO of these risks or issues by contacting:

procurement@bingoindustries.com.au.

BINGO may make requests for you to demonstrate compliance with this Code and potentially self-audit and provide results. BINGO may, from time to time, conduct onsite evaluations and inspections of its supplier facilities, and those of their subcontractors supporting BINGO's operations, to review progress and compliance against this Code. BINGO also reserves the right to trigger third party audits on the supplier to ensure that you comply the principles outlined in this code. Suppliers must be transparent with their policies, processes, and records to BINGO and affiliated partners. Suppliers must allow assessor(s) full access to its facility premises, workers, and records if requested. Suppliers shall not interfere with assessor(s) during the worker interview process.

Further Information

For any direction in relation to this Code, and/or to update BINGO on initiatives that the supplier has implemented, please contact BINGO Procurement at procurement@bingoindustries.com.au.



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