

THE BIDVEST GROUP LIMITED

Environmental Policy

Purpose

Bidvest is committed to 1) conduct profitable business in a responsible and accountable manner; 2) care for the Bidvest family and the Group's connected societies; and 3) drive positive change through partnerships and dialogue. As a prerequisite to this, Bidvest seeks to adopt responsible environmental business principles and a proactive approach to environmental management which are part of sustainable business practices.

Scope

This policy applies to all Bidvest employees, contractors and all sites that we manage and/or operate from. It also applies, as far as is reasonably achievable, to our upstream and downstream value chain through partners and suppliers.

The Responsibility to Respect the Environment

All corporations, irrespective of their sector, have an impact on the environment, particularly climate change, water availability and biodiversity, and thus need to play a proactive role in using their spheres of influence to develop economically, environmentally, and socially sustainable operations. Bidvest recognizes its responsibilities in this regard.

Bidvest commits to:

- Adhere to or exceed environmental regulations to its operations internationally;
- Identify, mitigate, and manage the environmental impacts and risks of its products and services;
- Optimize consumption of raw materials and energy, and minimize waste through applying a "reduce, reuse, recycle" philosophy;
- Work in partnership with its suppliers, customers, and other relevant business partners, within its sphere of influence, to redesign and reduce the environmental impact of products, services, and other business activities;
- Unlock the creative potential for sustainable solutions by collaborating with employees to embed an environmental consciousness throughout the organization;
- Include environmental considerations in its business decisions;
- Work with its appropriate government departments, civil society groups and other stakeholders to identify and resolve environmental issues relevant to the Bidvest business.

Implementing The Responsibility to Respect the Environment

As a signatory, Bidvest is committed to the Ten Principles of the UN Global Compact that span the environment, human rights, labor and anti-corruption, and link to the Sustainable Development Goals (SDG). The SDGs where Bidvest can make the most meaningful impact, as it relates to the environment, are SDG9 – Industry, innovation and infrastructure; SDG10 – Sustainable cities and communities; and SDG12 – Responsible consumption and production.

The above commitments have been incorporated in the Bidvest ESG Framework (“Framework”). The Framework includes specific focus areas and measurable targets within a specific timeline. Progress against the Framework is reported in the annual reporting suite.

The Bidvest Environmental Policy is endorsed and supported by the Bidvest board and is the responsibility of the Social, Ethics and Transformation sub-committee. This committee will oversee the establishment and maintenance of relevant management structures and processes to achieve the objectives of this environmental policy and performance against set targets embedded in the Framework. These will be reviewed periodically and, if necessary, updated.

Divisions are responsible for staying abreast of environmental best practices relating to their industry sectors and developing innovative solutions to environmental issues.

This policy supplements the Bidvest Code of Ethics and Code of Ethical Purchasing.

Bidvest employees, contractors, suppliers, clients, community members and all other stakeholders are encouraged to report any environmental breach or suspected non-compliance with this policy. This could be done via the internationally available Bidvest Ethics Line, a facility that can be used anonymously and is managed by an independent third party.

Bidvest Ethics Line: bidvest@tip-offs.com or +27 800 50 60 90

Communication to the above toll-free line / email address will be kept confidential. All cases will be appropriately investigated and where breaches are found, appropriate action will be taken.