

# ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

## INTRODUCTION

Bayley Corporation Limited and its subsidiaries and related entities (“Bayleys”) are committed to integrating Environmental, Social, and Governance (ESG) principles into our business operations. We believe that a sustainable approach enhances long-term value for our stakeholders, promotes environmental stewardship, and supports social well-being in the communities where we operate. This policy outlines our commitment and approach to ESG considerations.

## ENVIRONMENTAL COMMITMENT

To reduce any harmful impacts of our operations on the environment and to prevent pollution, we will:

- Comply with all relevant environmental legislation and regulations that relate to our environmental aspects.
- Conserve energy and other resources, as well as monitor and manage carbon emissions from our operations.
- Prevent the occurrence of pollution from our activities.
- Continually improve performance through the setting and annual review of environmental objectives.
- Provide ongoing training programs for new and existing employees to encourage staff engagement.

## SOCIAL COMMITMENT

To prioritise the well-being and support of our people and the communities we work with, we will.

- Promote a diverse and inclusive workplace, providing equal opportunities for all employees regardless of race, gender, age, disability, or sexual orientation.
- Offer ongoing training and professional development opportunities to employees, fostering a culture of continuous improvement and career growth.
- Support the communities we work with throughout New Zealand alongside our Foundation partners Cure Kids NZ, Live Ocean, NZ Plunket and the Kings Trust
- Ensure all our workplaces comply with New Zealand’s health and safety regulations and provide safe, healthy living and working environments.

## GOVERNANCE COMMITMENT

To promote ethical business practices throughout all aspects of our organisation, we will.

- Adhere to all relevant laws and regulations maintaining the highest standards of corporate governance.
- Ensure regular and transparent review of ESG performance and practices.
- Identify and manage ESG-related risks through regular assessment and integration into our risk management processes.
- Oversee the implementation and effectiveness of the ESG policy, ensuring it aligns with the company’s strategic objectives.
- Develop and monitor key performance indicators related to ESG goals, reporting progress annually.

## IMPLEMENTATION AND REVIEW

This policy will be reviewed annually to ensure its relevance and effectiveness. Feedback from stakeholders will be considered to continuously improve our ESG practices.