BBD'S COMMITMENT TO ESG

BBD EMBRACES ESG

Socially conscious and committed to building a better community, environment and economy, BBD takes a strong stance concerning ESG. It's more than a company scoring system, it's about putting our money where our values are.

Environmental, Social and Governance criteria (ESG) is an evolution of corporate social responsibility. BBD aligns our values, concerns and goals to the three core pillars, helping us to measure and govern social efforts and opportunities. Following sound practices in these three criteria ensures that we have an ethical impact on the world around us as a growing business.

Good ESG practices have become critical in developing like-minded client relationships, attracting top talent, and encouraging a positive reputation. With ESG becoming a focus for many businesses globally, companies are looking to work with service providers who embody a similar philosophy.

BBD's commitment to meeting our ESG goals means that we create new partnership opportunities.

THE BBD COMMITMENT TO ESG PRACTICES

1. Environment
BBD contributes to the preservation of our natural world. We strive to:

- Reduce energy consumption, paper use, consumable usage and waste through the use of cloud and computer-based technologies and digital ways of working
- Continually seek to improve the lifespan of products by reusing and recycling where possible, educating our staff on how to do so, while also providing improved recycling capabilities in our offices, including for electronic waste such as batteries
- Lessen carbon emissions through our global, hybrid working model ensuring diversity while reducing the need to travel between locations
- Measure, monitor and reduce the carbon and environmental impacts of our business through continuous identification of any environmental issues that may arise from our businesses and services and resolving these promptly and effectively
- Provide our staff with reusable travel mugs, water bottles and lunch bags to assist in creating environmentally conscious habits
- Install timer driven energy-saving lighting in our offices

2. Social
Social criteria address the relationships BBD has, and the reputation it fosters in the communities where we do business. The consideration of humans and our interdependencies results in:

- Data policies across our business to ensure that we handle, store and collect data in a responsible and regulated manner
- Wellness practices that encourage a healthy work-life balance and provide access to mental and physical health.

This includes an annual wellness day in participating BBD hubs and access to staff-based sports teams and initiatives
- The provision of opportunities for small businesses and start-ups to establish themselves, grow and compete with larger players in the market through our Enterprise and Supplier Development (ESD) initiatives and commitment to a diverse supply chain
- BBD's commitment as an equal opportunity employer. All qualified applicants receive consideration without regard to age, gender, family, gender identity or expression, genetic information, marital status, political affiliation, race, religion or any other characteristic protected by applicable laws, social mores, regulations or ordinances
- Career journeys defined by talent, skill and learning to encourage growth opportunities in BBD
- Initiatives to help equalise gender inequality within the technology sector, broadening industry skills pools and creating opportunities for women

3. Governance
Governance criteria are the internal system of practices, controls, and procedures that BBD adopts to make effective decisions, comply with the law, and meet the needs of external stakeholders. Our criteria include:

- A diverse board of directors consisting of executive and non-executive members
- Ensuring that our business practices are free from any political affiliations
- Practicing fair and equitable hiring practices and offering a bonus scheme based on performance for all employees should they choose to participate
- Creating an empowering environment that supports and encourages open discussion and innovation

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