

BID CORPORATION LIMITED

Registration Number: 1995/008615/06

STAKEHOLDER ENGAGEMENT POLICY

1. INTRODUCTION

- 1.1. Bid Corporation Limited's ('Bidcorp' or 'the company') board of directors ('board') recognises the importance of acting in the company's best interest and protecting the legitimate interests and expectations of stakeholders.
- 1.2. This Stakeholder Engagement Policy is applicable to Bidcorp and its subsidiaries ('the group') with regards to all current, planned and future activities.
- 1.3. Bidcorp's Environmental, Social and Ethics Committee ('ESEC') oversees the group's sustainability activities, and this Stakeholder Engagement Policy supports the ESEC's charter and Bidcorp's approach to sustainable development.
- 1.4. The board is responsible for the management of stakeholder relationships, delegated through executive management to each business in the group, to achieve effective stakeholder relationships with identified and defined stakeholders and to balance their legitimate and reasonable needs, interests and expectations. Bidcorp's decentralised business model promotes responsible product sourcing, reducing environmental impacts, employee equality and wellbeing, regulatory compliance and supporting local social development initiatives.
- 1.5. Bidcorp will continue to develop human, social and natural resources in a way that ensures its sustainability approach enhances its long-term viability and overall prosperity and is committed to measuring and reporting its progress in terms of this policy.

2. PURPOSE

- 2.1. Bidcorp's Stakeholder Engagement Policy is designed to provide guiding principles to manage the way in which we interact with our defined stakeholders.

3. STAKEHOLDER GROUPS

- 3.1. The group is committed to adding sustainable value, founded on honesty, integrity, accountability and transparency, for the following identified internal and external stakeholder groups:
 - 3.1.1. Employees
 - 3.1.2. Suppliers
 - 3.1.3. Customers
 - 3.1.4. Shareholders, including investors, analysts and fund managers
 - 3.1.5. Communities
 - 3.1.6. Governments, authorities and regulators

4. GUIDING PRINCIPLES

- 4.1. Responsible corporate citizenship, social responsibility, sound business practices and natural resource management are fundamental to Bidcorp's ongoing sustainability, as are stakeholder trust and confidence.
- 4.2. Bidcorp's commitment to inclusive stakeholder engagement is based on the principles of:
 - 4.2.1. **Relevance** – focusing on issues of material concern to our stakeholders and to Bidcorp and identifying how best to address them for mutual benefit.
 - 4.2.2. **Completeness** – understanding the views, needs, performance expectation and perceptions associated with these material issues while also taking cognisance of prevailing local and global trends.
 - 4.2.3. **Responsiveness** – engaging with stakeholders on these issues and giving regular and comprehensive feedback.

- 4.3. Such relationships ensure open, honest, transparent and efficient communication with identified stakeholders and inform group strategy and related activities.
- 4.4. Bidcorp will foster constructive relationships with its stakeholders and make every attempt to understand and meet their expectations by:
 - 4.4.1. ensuring that shareholders are equitably treated, and the interests of minority shareholders are adequately protected;
 - 4.4.2. recognising that our social, economic and environmental responsibilities to these stakeholders are integral to our business;
 - 4.4.3. liaising and consulting directly with our identified stakeholders;
 - 4.4.4. minimising or mitigating risks to optimise business performance;
 - 4.4.5. striving to improve our natural resource management through the implementation of adequate sustainable development and environmental policies;
 - 4.4.6. establishing partnerships with communities;
 - 4.4.7. ensuring compliance with all relevant/applicable laws and regulations;
 - 4.4.8. influencing public policy where appropriate/relevant;
 - 4.4.9. measuring, monitoring and managing customer satisfaction; and
 - 4.4.10. monitoring and addressing customer complaints.

5. RELATED DOCUMENTS

- 5.1. The Stakeholder Engagement Policy is to be read in conjunction with Bidcorp's Code of Ethics, the Bidcorp Data Privacy Policy and the Bidcorp Sustainability Policy.

6. REVIEW OF THE POLICY

- 6.1. This policy was approved and adopted by the board and will be reviewed by the ESEC on a biennially basis, or sooner should new business requirements come into place, to ensure alignment with regulations, relevance and applicability.

Mr S Koseff
Chairman: Bidcorp Board
Reviewed and approved: August 27th 2024

Mrs T Abdool-Samad
Chairman: Bidcorp ESEC