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SureVision
Group Sustainability Strategy

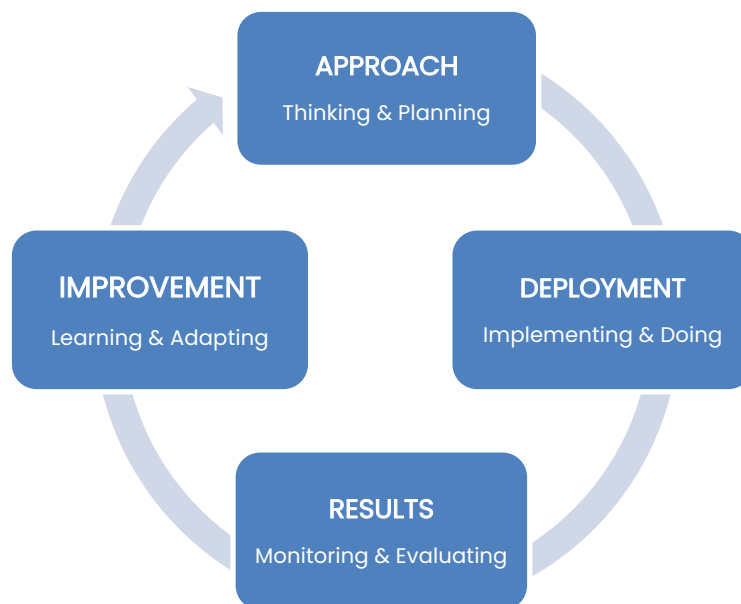
Maximising the engagement, experience and longevity of our client’s digital assets in an increasingly inter-connected world, whilst embracing, educating and leading our business environment to living the United Nations Sustainable Development Goals (SDG’s) is a responsibility we love.

Being a dominate player in the Sports Stadia and Sports Events industries in both Australia and New Zealand, SureVision and our related entities, understands it has a role to play in helping our customers, suppliers and where practicable, society, adapt to technological change and the opportunities it brings.

Our Sustainability Strategy (Strategy) is underpinned by our desire for everyone associated with our businesses to succeed. As a growing and relatively modest business, we have focused our SDG priorities to the areas in which we have resource and expertise to make a meaningful impact.

Our Strategy was developed in consultation with both key internal and external stakeholders. It forms part of and aligns with our overall business plan, whilst embracing a holistic approach to sustainability.

The Strategy adopts the quality management framework – (ADRI)



and is divided into a 3 year/phase plan. This allows us to focus on what we can achieve and determine what will be included in future phases. For this strategy, we are sharing Phase One in detail. Phase 2 and 3 will be developed in conjunction with our stakeholders at the appropriate time.

Phase One – August 2020 to August 2021

The Strategy commences with 3 foundation pillars as noted below. Further detail is provided overleaf.

Sustainability Governance & Risk Management

We will adhere to and develop policies and processes that embrace sustainability principles and will demonstrate to our Board, employees, customers and supplier's confidence in our ability to live by them.

People

We will ensure our collective entities, suppliers and contractors, operate as per our noted policies, codes and practices on Human rights, Diversity & Inclusion and Safety & Wellbeing. These policies, codes and practices are openly shared, reviewed and where practicable measured regularly.

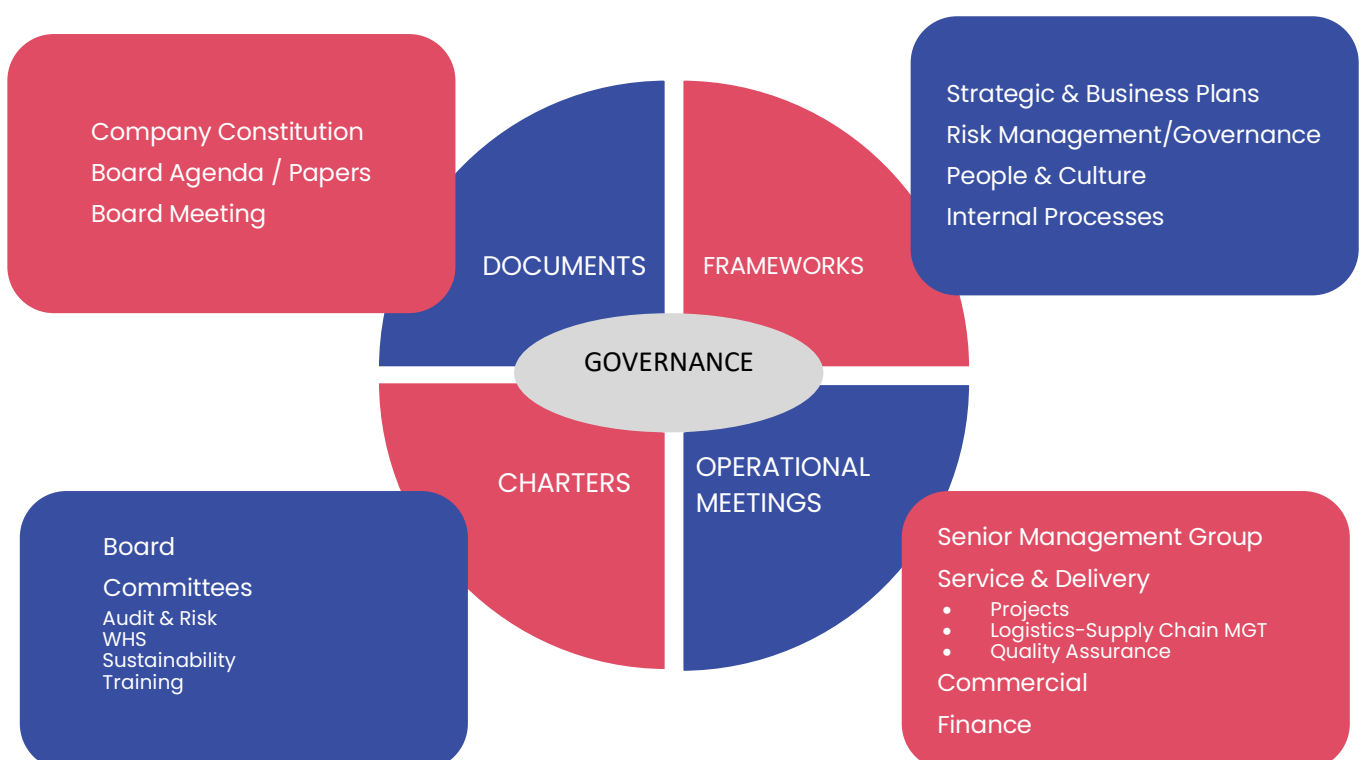
Supply Chain

We will treat our suppliers like partners and work collaboratively on embracing and learning the sustainability principles. Our reference will always be the United Nations SDG's, with our initial focus on Responsible Sourcing, Anti-bribery & Anti-corruption, and Environmental Impacts.

Sustainability governance

The Board is responsible for overseeing and monitoring the effectiveness of our Sustainability Strategy and policies.

Governance Structure





The Board receives updates on our sustainability progress twice a year, with further updates provided as appropriate or required during the year.

Our Chief Delivery Officer and the Assets, Procurement & Sustainability Manager are responsible for championing and embedding sustainability principles across the Group. They manage the risks and opportunities related to current and emerging sustainability issues, and work with the business to deliver social and environmental programs and outcomes for our customers and communities.

The team also oversees the implementation of the Sustainability Strategy, working closely with the business to ensure key targets and performance indicators are met.

Our sustainability approach is supported by several Group policies as listed below with the development of additional policies forthcoming. *Note - these policies are available on our website or by request:*

- Human Rights Policy
- Diversity & Inclusion Policy
- Environment Policy
- Anti-bribery & Anti-corruption Policy
- Supplier Code of Conduct
- Privacy Policy



People

It is often said that great businesses have great people. At SureVision and our controlled entities, we totally agree and we act on our beliefs by designing our people strategy both internal and external to embrace sustainability.

Our internal strategies focus on our ability to attract, motivate and retain great people, whilst ensuring the SDG's are factored into the deployment of such strategies.

Externally, through our supplier, contractor and customer engagements, we strive to mirror the same guiding principles of SDG's in a collaborative and supportive way.

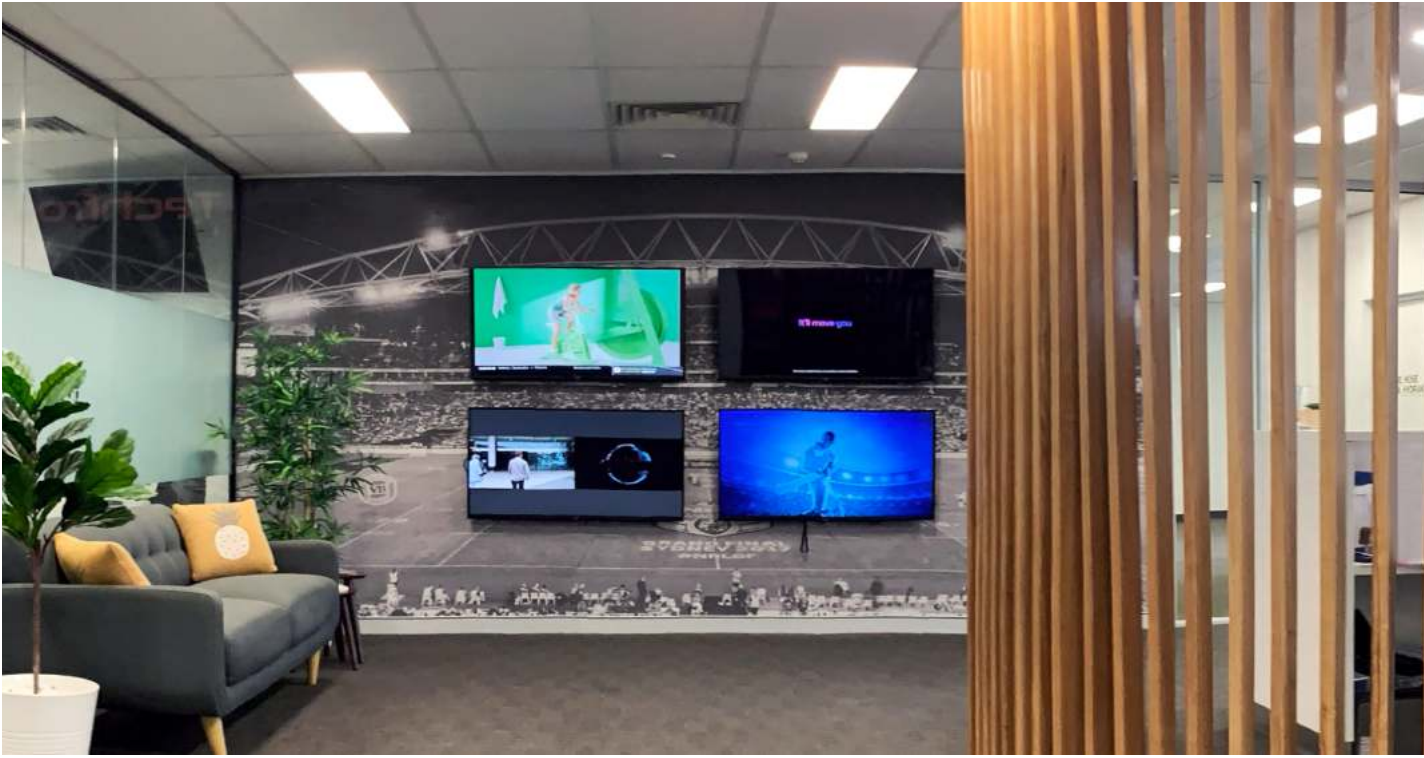
Education, training and setting clear KPI's around sustainable business practices, for staff and our external stakeholders, will collectively help us to move positively along the journey and bit by bit, contribute to the United Nations total SDG mantra.

Our key focus over Phase One involves the implementation, review and reporting on the following areas: *Note - these policies are available on our website or by request.*

- ✓ Human Rights:
- ✓ Diversity & Inclusion:
- ✓ Health & Safety
- ✓ Privacy

Our intention is to use the above policy areas as the foundation expectations and requirements for all staff, suppliers and contractors. By regularly reviewing and reporting on these key policy areas, we are confident that our SDG's around People will continue to progress.

Where we discover gaps or opportunities for improvement, these will be reviewed by the allocated resources, to determine the priority, funding and deployment of agreed resolutions.



Promoting health, safety and wellbeing

An area that often is overlooked or is dealt with reactively is the mental health and wellbeing of our people. At SureVision, we strive to create an environment in which our people can be their best selves, at and outside of work.

We provide flexibility for our staff in their working environment, be that at home or the office and we measure our staff performance on outcomes, not time served.

The safety of our people, contractors and customers is of utmost importance and this is demonstrated by our committed resources in this area. Along with a dedicated Health & Safety Manager, we subscribe to the industry benchmark safety platform – CM3.

Daily reporting on site works, along with weekly and monthly reviews, ensure we maintain the highest standards of safety and address any issues promptly.

Regular training sessions and Health & Safety audits are conducted (at least quarterly), with staff provided the opportunity to identify areas for improvement and in many instances lead the implementation of agreed solutions.

Supply Chain

Being a leader in the Sports Stadia and Sports Events industry in Australia & New Zealand, we rely on expert and labour-intensive supply chain. Our dominant position gives us the opportunity to work with our suppliers to positively influence their environmental, social and ethical performance.

Our Supplier Code of Conduct sets out the minimum standards we expect from our suppliers and forms part of our standard purchasing terms.

Through our policies, supplier partnership approach, training and reporting program, we work with our suppliers to assess whether they are meeting our standards. Our membership of **SEDEX** has recently enabled us to understand our key suppliers at a greater level and we are incorporating its features and functionality into our review and communication protocols.

Importantly, where we identify concerns about supplier performance, we will engage constructively with the supplier, driving improvement to deliver the best outcomes for the workers we are seeking to protect, the community and the environment. In instances where suppliers are not willing to improve their performance, despite our attempts at engagement, we may withdraw from contracts or switch to alternate suppliers.

Environmental impacts are also a high priority focus and covered in our Environmental Impacts & Strategy Document.

Approximately 70 per cent of what we spend directly is with suppliers based in low-risk countries, as defined by the OECD. Many of our suppliers have Australian-based subsidiaries with whom we deal directly. As a result, a high percentage of our direct spend is within Australia. Our **SEDEX** platform will allow us to dive below the first tier as to responsible sourcing, thereby moving beyond geographical considerations.

Supplier Code of Conduct

Our Supplier Code of Conduct (the Code) is aligned with ten universally accepted principles of the United Nations (UN) Global Compact and other internationally recognised standards.

Please refer to the separate document – Supplier code of Conduct – August 2020. *Note – this is available on our website or by request*

One of our primary focus in managing our supply chain is Human Rights.

Our supply chain is one of the areas of greatest potential human rights risk. To mitigate these risks, we are committing significant effort, resources and time into deepening our understanding of the specific types of human rights risks associated with different types of products, source countries and sectors. The utilisation of the **SEDEX** platform supports this effort.

We prioritise our assessments of our suppliers' human rights performance based on risk and have integrated this process into our broader supplier risk governance processes. This includes our supplier risk assessments, ongoing supplier management and due diligence as well as procurement training for our employees.