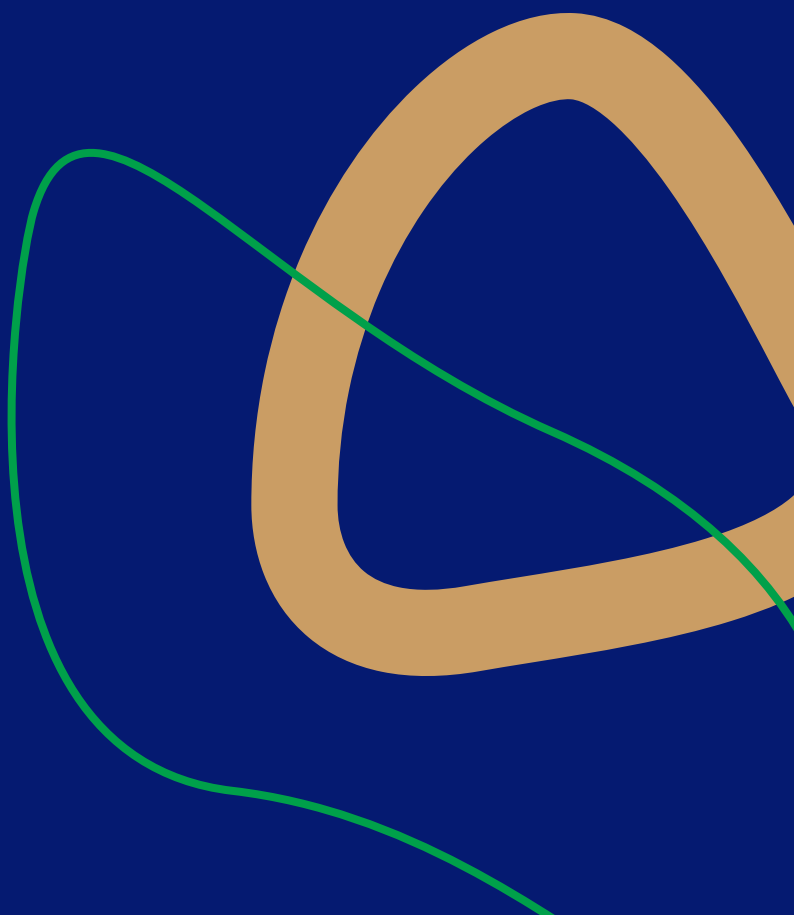




Environmental Social Governance Outcomes

Financial Year 2024–2025

ABN 42 002 630 364



Our ESG Outcomes

Financial Year 2024–2025

This is a voluntary reporting initiative by BESydney to provide transparency to its stakeholders and users of this Financial Report FY2024-2025.

There is no legal requirement for BESydney to meet government standards for ESG reporting.

Environmental, Social and Governance (ESG) reporting is an opportunity for organisations to align their strategies and operations with sustainable and ethical principles and to provide transparency and good governance for all stakeholders.

As BESydney falls outside current mandatory ESG reporting regulations, it is not a legal requirement for us. However, we recognise the value for all stakeholders to understand intrinsically who they are doing business with. We have developed this framework to collate existing strategies, practices and policies, and provide quantitative and qualitative measures and results. Importantly, it has also identified gaps and areas for improvement.

As a small operation, BESydney’s focus is on reducing operational emissions and therefore this report excludes Scope 3 downstream emissions. Our reporting framework is centered on the three ESG Pillars as follows:

BESydney’s ESG Pillars

Environmental 	Social 	Governance 
E1. Carbon Footprint	S1. Community Engagement	G1. Corporate Governance
E2. Energy Consumption	S2. Human Rights	G2. Risk Management
E3. Water Management	S3. Inclusivity	G3. Compliance
E4. Waste Management	S4. Cultural Heritage	G4. Stakeholder Engagement
E5. Biodiversity Conservation	S5. Health and Safety	G5. Ethical and sustainable supply chains
		G6. Transparency

-  Established
-  Developing
-  Upcoming

Our framework ensures the following:

Roadmap

We have documented a detailed roadmap with clear milestones, timelines and gaps identified to meet our ESG framework requirements.

Resources

We’ve committed resources - budget, personnel, technology - to support the successful development of policies, procedures, standards, strategies and subsequent implementation, activity and outcomes reporting.

Monitoring and Evaluation

We will continue to monitor and refine our ESG tracking mechanisms to measure progress, evaluate outcomes, and address any identified gaps for continuous improvement.

For the future

We will stay informed on ESG trends and global developments to deliver value to investors, build trust with clients, and attract purpose-driven talent.

Environmental

We measure and report on the impact of our activities on climate change, natural resources, ecosystems, and additionally consider the unique rights of the First Nations peoples to access, maintain and protect their lands.

E1-E5 - All topics of Environmental Pillar

83 **Global Destination Sustainability Index score**
Ranked #1 in Australia and #10 Globally



Climate Active Certified

E1 - Carbon Footprint

824 tCO₂-e

Total carbon emissions

17 tCO₂-e

Carbon intensity per employee

Based on tCO₂-e/FTE

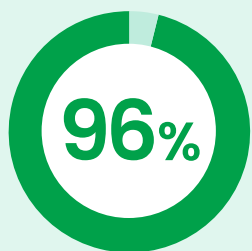
E2 - Energy Consumption

100%

Green Power purchased

Based on tenancy energy consumption

E3 & E4 - Water & Waste Management



Staff attending carbon literacy education session

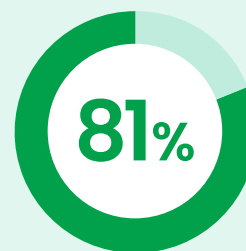
With limited control over building waste and water practices, we focus on carbon literacy education to drive awareness and change.

E5 - Biodiversity Conservation



Carbon Offsets purchased

Verified REDD or ACCU accredited



Offsets to Australian First Nations projects

Major activities to support the Environmental pillar include:

- Our **Sustainability Policy** policy informs BESydney's commitment to sustainability and is reviewed annually.
- **Climate Active Certification** provides third party verification of carbon footprint measurement.
- Over 80% of our **Carbon Offsets** are to First Nations projects, demonstrating a commitment to biodiversity through the implementation of cultural burning, continued cultural practice, cultural knowledge exchange, and revitalisation of land and people.
- Participation in the **Global Destination Sustainability Index**, a global benchmarking tool enables us to monitor progress and identify opportunities for improvement. Sydney ranked 10th globally and no. 1 in Australia in 2024.
- Involvement in the **Sustainable Destination Partnership**, enables stakeholder and local government community involvement, building reputation and thought leadership through city-wide sustainability actions and advocacy.

SDG Alignment:



Social

We measure and report on how we safeguard respect for human rights, promote cultural heritage and ensure positive contributions to local communities.

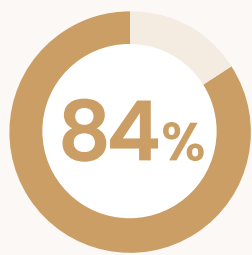
S1 - Community Engagement

2 Formal partnerships/
collaborations
to advance social impact

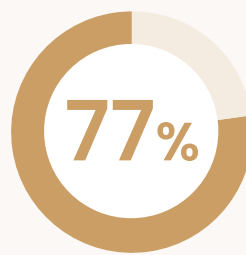
2 Social impact capacity
building workshops
led by BESydney

12 Client and
stakeholder
participants

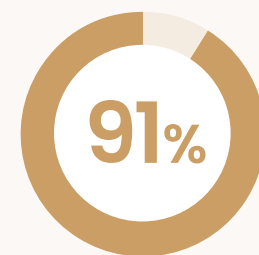
S2 - Human Rights & S3 - Inclusivity



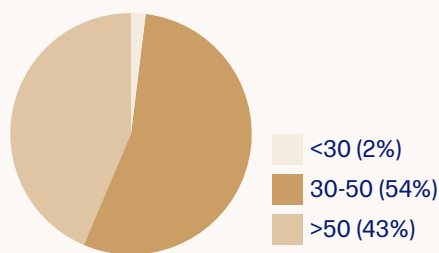
Female workforce



Females in leadership
Based on Executive FTE equivalent



Staff retention



Generational (age) diversity

Based on head count

15 Cultures
Languages
Cultural diversity

94
**Employee
engagement
score**

S4 - Cultural Heritage

2 Organisation-wide
First Nations
cultural learning and
immersion sessions

2 First Nations
businesses
represented as members

S5 - Health and Safety

0 Work related
incidents

Major activities to support the Social pillar include:

- › Development of our **Social Impact Strategy** with a focus on supporting local communities, including education and social programs
- › Development of our **First Nations Strategy**, designed to preserve and promote local cultural heritage, traditions, and crafts based on three actionable pillars: Culture, Partnerships and Empowerment.
- › Ongoing review and rollout of mandatory compliance policies to ensure Human Rights, Health and Safety and Inclusivity within the workforce, including Code of Conduct (anti-discrimination and sexual harassment policies form part of the Code of Conduct), Work Health Safety and Working from Home policies.
- › Our internal **DEI Action Plan** promotes inclusivity and diversity.

SDG Alignment:



Governance

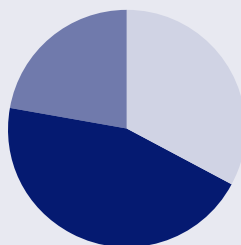
We measure and report on how we ensure ethical business practices, transparency, and consistent monitoring and reporting of ESG performance.




G1 - Corporate Governance

BESydney operates with:

-  **Board and Committee Charters**
-  **Chair elected from the Independent Directors**
-  **Board Skills Matrix**

Board Composition



-  Member-elected directors (33%)
-  Independent directors (45%)
-  NSW Government appointed Directors (22%)



Female Directors

G2 - Risk Management

Policy and Framework: Board sets Risk Appetite, approves policy, framework, and risk register; Management maintains the risk register and fosters an appropriate environment; Staff trained to identify, communicate, and respond to risks.

G3 - Compliance

Privacy and Data Security: BESydney complies with the Australian Privacy Principles, EU and UK GDPR, and publishes its practices in the Privacy Policy. The Data Security policy establishes data management obligations for staff to protect the privacy, rights and security of individuals. The Use of Artificial Intelligence Technologies Policy establishes how staff will engage with AI tools.

Ethical Standards and Behaviours: All staff must comply with Fraud & Corruption, Gifts Hospitality and Tickets, Electronic Communications, Fair Work Statement and Social Media policies.

G4 - Stakeholder Engagement

+55 **+78**
Members/ **Event owners/**
Investors **Clients**
 Net Promoter Score from Quality Assurance Surveys

G5 - Ethical and Sustainable Supply Chains

Extended procurement policy and guidelines planned for FY2025-2026.

G6 - Transparency

 **First ESG Report Completed**

Major activities to support the Governance pillar include:

- Board review and approval of key **Governance** policies annually.
- In 2024, the company introduced an **AI Technologies** policy to protect customer data and guide staff, supplemented by Co-Pilot (enterprise grade) and staff training.
- Annually we undertake a third party **Quality Assurance** process, engaging with stakeholders and providing opportunity for feedback. This also provides us with measures to compare satisfaction year on year, and identify areas for improvement.
- While consideration of **local procurement and ethical and sustainable supply chains** is written into our policies, further work around supplier engagement that considers the sustainability performance, stance and initiatives of the supplier as part of procurement practices is planned for the future.

SDG Alignment:



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credit: Destination NSW

