

## REA Group's e-waste policy

As part of REA Group's commitment to be a responsible and sustainable business, we ensure all e-waste from our operations is disposed of in an environmentally conscious and best practice way.

### What is e-waste?

E-waste is defined as any item with a plug, battery or power cord that is no longer working or wanted, as well as cartridges.

## Why is it important to recycle e-waste?

In addition to preventing hazardous materials from ending up in landfill, we recognise e-waste also contains valuable materials which can be re-used or recycled.

#### E-Waste commitments

REA Group's e-waste Policy is centred around the following commitments:

- 1) Sustainable disposal ensuring e-waste from REA Group's operation is recycled, re-used or disposed of in an environmentally conscious way
- 2) Procurement preference given to technology hardware suppliers with e-waste recycling or take-back programs
- Our people providing e-waste recycling stations to make it easy for our people to ensure their personal e-waste is re-used, recycled or disposed of in an environmentally conscious way

# Cross-functional e-waste working group

REA Group Group's e-waste policy is managed by a cross-functional working group including representatives from technology, procurement, workplace and sustainability.

The cross-functional e-waste working group meet quarterly to review the e-waste policy commitments, as well as to identify opportunities for efficiencies and improvements.

## Reporting and feedback

Updates on REA Group's e-waste policy can be found in REA Group's Sustainability Report.

Questions and feedback can be directed to sustainability@rea-group.com.