



Creating our sustainable future today

SUSTAINABILITY REPORT 2024



bai communications

Message from the CEO



“

As we continue to grow and transform, we also understand that, as an industry leader, we have an obligation to all our stakeholders to ensure we aim to design, build and deploy our products and services in a sustainable way.

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Sustainability has always been important to us at BAI. Capturing our progress toward our sustainability goals is nothing new; however, this is our first such report since we started operating as a separate business in Australia. Here we showcase not only our vision to transform connectivity in Australia through shared solutions for industry, government and communities, but also our commitment to do so responsibly.

As we continue to grow and transform, we also understand that, as an industry leader, we have an obligation to all our stakeholders to ensure we aim to design, build and deploy our products and services in a sustainable way. Our successes are enabled by our shareholders, who provide ongoing investment in our future as well as full support and encouragement for our approach to sustainability.

In November 2023, BAI re-joined the United Nations (UN) Global Compact, the world's largest corporate sustainability initiative, which aims to mobilise a global movement of sustainable companies. We are committed to continue setting strong targets in this area and our efforts to date are detailed throughout this report. Whilst we recognise that there is still much to do, these examples of progress make us very proud.

I look forward to sharing our ongoing successes with you as we continue to work toward achieving our ambitious goals.

Kind regards,

Peter Lambourne,
CEO, BAI Communications



About BAI Communications

We are shaping the future of shared infrastructure and wireless solutions

BAI Communications brings fresh, independent thinking to the connectivity landscape for broadcasters, governments, mobile network operators, private enterprises, transport and venues.

Operating one of the most extensive broadcast networks in the world, we deliver fully managed television and radio services covering 99% of Australia's population. In times of crisis, such as natural disasters, national broadcasters rely on us to maintain their communications with Australians, and emergency services trust us to keep them connected and informed.

Having grown from its origins in Australia, BAI's northern hemisphere operations now operate as a separate organisation known as Boldyn Networks. With the full support of our common majority shareholder, CPP Investments, and our minority shareholder, Alberta Investment Management Corporation (AIMCo), we remain closely aligned with Boldyn Networks and will leverage our shared history and experience as we work to create a digital future for Australia.

With the acceleration of 5G technology, we leverage our global experience to enable ubiquitous coverage in buildings, tunnels, stadiums and other congested, hard-to-cover areas. We also support the creation of smart precincts.



Our approach to sustainability

Sustainability is a priority for us at BAI. As specialists in designing, building, and operating shared communications infrastructure, we are committed to enhancing construction and operational efficiency, reducing overall costs, and specifically increasing resilience against acute physical climate risks such as fires, cyclones, and flooding. For us, working sustainably is another way of working smarter.

We are committed to respecting social responsibility; striving for nature-positive outcomes; and working with integrity for ourselves, our customers and the wider community. In our 2024 employee engagement survey, we scored 78% against the survey's environment and corporate responsibility index, which was an improvement on our previous employee engagement survey scores.

But we know this is just the beginning of our journey, so we are committed to pursuing the targets in this report, developing more targets in future years and providing regular updates to keep our stakeholders informed about the amazing work we do in this space. And we will strive to continuously improve.

We use the term 'sustainability' according to the 1987 UN Brundtland Commission definition: 'meeting the needs of the present without compromising the ability of future generations to meet their own needs.' We also use the term 'ESG' (environmental, social and governance) in reference to our organisational framework and initiatives that translate our sustainability principles into actions across our operations and beyond.

Our key ESG milestones

October 2009

BAI quantified Scope 1 and 2 emissions for the first time with the launch of the National Greenhouse and Energy Reporting scheme

July 2018

BAI started ESG infrastructure benchmarking with GRESB (formerly the Global Real Estate Sustainability Benchmark)

October 2021

The BAI Communications Group of Companies joined the UN Global Compact

November 2023

BAI joined the UN Global Compact as the stand alone Australian entity

February 2024

Science Based Targets Initiative (SBTi) commitment announced

October 2016

Scope 1 and 2 emissions reduced to below 100,000 tCO₂e for the first time

August 2020

Towards Carbon Neutral program launched with \$20M commitment for clean energy and efficiency upgrades

October 2022

The BAI Communications Group of Companies published its first sustainability report

July 2024

First UN Global Compact report submitted

May 2025

BAI Communications, now a stand alone business in Australia, published its first, independent sustainability report

Sustainability governance

OUR VISION

To be accountable for our sustainability ambitions and to ensure meaningful progress is made across our environmental and social initiatives each year.

OVERVIEW

In addition to being fully transparent to our internal stakeholders, we understand that our sustainability performance needs to be independently verified and benchmarked against universally accepted standards.

OUR TARGETS

BY 2025, WE AIM TO:

- Continue to submit our mandatory and voluntary annual reporting, including for the UN Global Compact and GRESB.
- Commit to submitting a near-term emissions reduction target under the Science Based Targets initiative (SBTi).
- Publish a formal ESG governance framework, including responsible governing bodies, oversight mechanisms, and the strategic and tactical integration within the organisation.

OUR ACHIEVEMENTS

In November 2023, we re-joined the UN Global Compact to demonstrate our commitment to improving outcomes for people, planet and prosperity. In our first reporting year, when public disclosures were voluntary, we released our assessment results to mark our starting position for our UN Global Compact support journey.

In February 2024, we confirmed our commitment to submitting our emissions reduction targets to the Science Based Targets Initiative, to ensure that our corporate climate action is independently verified.

In June 2024, we continued our long tradition of participating in industry surveys conducted by GRESB, which allows us to independently benchmark our progress against peer organisations across the Asia-Pacific region. For this reporting year, our score of 93/100 secured us the top position out of seven companies within the Data Infrastructure: Data Transmission/Oceania category. We also achieved a score of 28/28 in the Environmental segment.

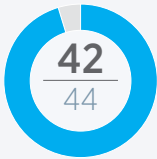
Our GRESB Overall ESG Score has steadily increased from 62 in 2018 to 72 in 2019, reaching 93 in 2024 — a clear reflection of our ongoing dedication to sustainability performance and leadership in our sector.



ENVIRONMENTAL

GRESB Average
25

Peer Group Average
26



SOCIAL

GRESB Average
39

Peer Group Average
40



GOVERNANCE

GRESB Average
21

Peer Group Average
23



Climate action

OUR VISION

To mitigate the physical and transition-related risks of climate change so we can deliver benefits for our customers, the wider community and our planet.

OVERVIEW

We acknowledge that we need to take steps to reduce our emissions. We also understand the value of on-site energy system resilience, as our network is uniquely vulnerable to the physical risks arising from the increased frequency and severity of climate extremes. As one of the top 200 Scope 2 emitters in Australia, our executive leadership team committed in 2022 to reaching net-zero Scope 1 and 2 emissions by 2040 across our entire operations. Since then, we have continued to invest in renewable energy generation systems at 3 high-powered facilities to provide on-site carbon-free energy sources every day.

We acknowledge that, in many ways, our emissions are inseparable from those of our value chain, so we are engaging proactively with our major customers to support the wider industry journey toward net zero.

Our goals align with these United Nations Sustainable Development Goals (UN SDGs).



OUR ACHIEVEMENTS

BAI operates energy-intensive networks. In 2010, we reached a Scope 1 and 2 'peak emissions' figure of 164,000 tonnes of carbon dioxide equivalent (tCO₂e). In the years since then, analogue television transmissions have ceased, the electricity grid has been decarbonised, and we have made significant investments in transmission technology refresh programs, renewable energy generation sources and cooling system efficiency projects. All this has enabled us to reduce our emissions to 59,900 tCO₂e across our organisation — just 36.5% of our 2010 total.

A key driver of our emissions reductions has been the deployment of behind-the-meter solar generation systems. To date, these systems have added 1.3 MW of carbon-free generation capacity at selected sites to our network. Additional systems totalling 0.5 MW of capacity are in design or under construction, and planning is underway for an accelerated rollout to 2030 as part of the \$20 million decarbonisation investment we announced in 2020.

Notable projects currently in progress as part of this investment include:

- Yatpool FM antenna aperture upgrade – This project aims to deliver emissions reductions 24/7, including overnight when the grid is at its most carbon intensive, to provide an expected emissions reduction benefit of 225 tCO₂e per year.
- Mount Dandenong solar generation installation – Located at our flagship Melbourne broadcast transmission site, this system aims to provide 200 kW of renewable energy capacity with an expected emissions reduction benefit of 203 tCO₂e per year.

OUR TARGETS

BY 2025, WE AIM TO:

- Commission and connect solar generation systems at four additional sites to provide an annual emissions reduction benefit of 350 tCO₂e.
- Complete a Scope 3 emissions inventory baseline to quantify our value chain emissions.
- Develop an emissions reduction trajectory to align with our net-zero ambitions and begin tracking against annual targets.

BY 2026, WE AIM TO

- Submit a near-term Science Based Target for validation by the (SBTi).

BY 2027, WE AIM TO

- Incorporate large battery storage into our network, to shift emissions-free energy sourced on site to times when the grid is at its most emissions intensive.

BY 2030, WE AIM TO:

- Achieve our near-term emissions reduction target under the SBTi.
- Submit a net-zero target with the SBTi.
- Deploy \$20 million of renewable energy and emissions reduction investment across our networks at selected sites.

Diversity, equity and inclusion

OUR VISION

To improve diversity, equity and inclusion across BAI and within the communities where we operate.

OVERVIEW

At BAI, we know inclusion and equitable opportunity for people of all backgrounds enhances culture, fosters innovation and drives success. We continually challenge ourselves to become a better company, a better team and a better workplace for everyone.

OUR TARGETS

BY 2025, WE AIM TO:

- Complete a DEI survey to better understand our workforce profile and to assess the progress we've made on our DEI strategy.
- Complete a review of our DEI Strategy 2022–2025 and then reset the strategy and action plan for a further three years.

OUR ACHIEVEMENTS

In 2022, we embarked on a journey to foster a more diverse, equitable and inclusive workplace through the implementation of our Diversity, Equity and Inclusion (DEI) Strategy (2022–2025). We believe that a diverse and inclusive workplace not only enriches our organisational culture but also drives innovation and excellence. By embracing a wide range of perspectives, we are better equipped to meet the needs of our diverse customers and the communities where we operate. To achieve this, our strategy has focused on three key pillars: connection and community, culture and capability, and governance and leadership.

Over the past few years, our commitment to DEI has driven significant progress across our organisation. We have embraced the unique perspectives and experiences of our diverse workforce, fostering an environment where every individual feels valued and empowered to contribute their best. Our DEI events, programs and initiatives are driven by our DEI Champion Network, made up of employees from across the organisation who all bring their own unique and diverse backgrounds and passion for DEI.

Through our participation in the Diversity & Inclusion Fundamentals training program facilitated by Diversity Council Australia, as well as our own internal respectful workplace behaviour training for all team members, we strive to ensure that our understanding of DEI and our DEI values are promoted across the entire organisation.

The Workplace Gender Equality Agency's February 2024 review revealed that men in the information media and telecommunications sector were paid a median value of 24.5% more than women for comparable work. In contrast, our organisation reported a significantly lower median gender pay gap of just 3.7% for total remuneration.

To celebrate International Women's Day 2024, we held a panel discussion with two of our female board members and our CEO, hosted by our female Chief Commercial Officer, to recognise the importance of supporting women in their careers and specifically in leadership training.

In May 2024, we conducted our annual employee engagement survey to hear feedback about what it's like to work at BAI, and also about what we are doing well and what opportunities we have to improve. Some of the key DEI-related results include:

- 89% of employees feel they are treated with respect at work (+1% from May 2023).
- 77% feel diverse perspectives are valued and encouraged at BAI (unchanged from May 2023).
- 78% feel they belong at BAI (unchanged from May 2023).

Each year, we donate to three employee-nominated charities as part of our annual employee engagement survey initiative. In 2024, employee participation resulted in a total contribution of nearly \$8,500, supporting causes that reflect the values of our workforce.

In March 2024, we published a new Respectful Workplace Behaviour Policy, which outlines expectations for creating a safe and inclusive work environment. The policy also discusses behaviours that are inappropriate or unacceptable in the workplace, such as unlawful discrimination, bullying, harassment, sexual harassment, sex-based harassment, hostile workplace environments, victimisation and vilification. The new policy is supported by a mandatory eLearning module for all employees, which aims to ensure everybody at BAI is aligned on our respectful behaviour expectations, regardless of the circumstances or setting.

Our goals align with these United Nations Sustainable Development Goals (UN SDGs).



First Nations engagement

OUR VISION

To create an inclusive and respectful environment where the cultures, histories and contributions of First Nations peoples are recognised, valued and celebrated. We aim to foster meaningful relationships with Aboriginal and Torres Strait Islander communities, ensuring their voices are heard and their aspirations supported.

OVERVIEW

At BAI, we believe in and are committed to ensuring First Nations people and others we engage with can aspire to build lasting careers that provide financial and social stability for not only themselves but also their families. In the community, we are focused on building sustainable relationships, demonstrating enduring respect and being transparent in creating real and meaningful opportunities. Achieving our targets demonstrates that we are not only a company of good intentions, but also one capable of delivering real and tangible outcomes for the betterment of all employees and the communities in which we live and work.

Our goals align with these United Nations Sustainable Development Goals (UN SDGs).



OUR ACHIEVEMENTS

In 2023, we updated our Aboriginal and Torres Strait Islander Participation Plan, ensuring First Nations people are offered opportunities to succeed and receive equal and fair opportunities within our organisation.

We have been a partner of Bangarra Dance Theatre since 2017. Bangarra Dance Theatre is a leading Aboriginal and Torres Strait Islander performing arts company, renowned for its powerful storytelling through dance. Their performances are deeply connected to Country and created in collaboration with community Elders.

Our partnership has enabled Bangarra Dance Theatre to bring world-class dance to international audiences, connect with Indigenous youth through its outreach programs, and collaborate with more communities through Aboriginal and Torres Strait Islander storytelling. Through our partnership, we supported a number of Bangarra performances, including its 2024 national tour of a new work called Horizon. During NAIDOC Week, we hosted an event at the Sydney Opera House that featured a performance from Bangarra's 2024 season. The event included a pre-performance talk with Frances Rings, Bangarra's Co-CEO and Artistic Director, and Sani Townson, choreographer and Youth Programs Coordinator.

We are continually exploring opportunities to collaborate with First Nations communities and organisations, such as Wangki Yupurnanupurru Radio in Fitzroy Crossing, WA, to provide support and enhance their community broadcast services.

In 2024, we recognised the First Nations place name of our Mount Canobolas site and formally re-named the site 'Gaanha bula Mt Canobolas.' Approved by the Orange Local Aboriginal Land Council and in consultation with our customers, this was the first site within our network to formally adopt a site name reflecting its First Nations place name after its establishment as a site. We continue to explore ways to recognise Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of the land on which we operate.

Our employees participated in a lunch-and-learn session with the Indigenous Literacy Foundation (ILF) in Sydney in July 2024, where we learnt more about the work the ILF does to improve literacy in remote communities and help develop a love of reading from an early age.

At BAI, we always do our best to recognise Australia as the land of the First Nations people by consistently performing an acknowledgment of country at the beginning of our presentations and events.

OUR TARGETS

BY 2026, WE AIM TO:

- Foster relationships with Aboriginal and Torres Strait Islander stakeholders, suppliers and organisations, and identify opportunities to develop a deep-seated respect for First Nations culture.
- Identify new opportunities for early-career programs for First Nations peoples.

Health and safety

OUR VISION

To be recognised by our people, partners and customers as a leader in health, safety and well-being within the broadcast and telecommunications industry.

OVERVIEW

We operate in an industry that requires our teams to manage multiple high-risk work types. Whether our people are in the field, at home, in the office or somewhere in between, their health, safety and well-being are an absolute priority. We are proud of our efforts and our vigilance to protect and enhance the health and well-being of our people, and of our ongoing commitment to eliminating serious life-changing injuries.

Our goals aligns with these United Nations Sustainable Development Goals (UN SDGs).



OUR ACHIEVEMENTS

- We maintained our Federal Safety Commissioner certification, demonstrating our commitment to the highest levels of health and safety performance and governance.
- During October's National Safe Work Month we engaged with our key construction contractor partners and launched employee focused programs for the prevention of musculoskeletal injuries, and risk management fundamentals.
- Eight employees were presented with BAI HSE awards, recognising their contributions to the innovation and leadership in the field of Health & Safety.
- We have made significant strides in promoting psychological safety within our organisation. By expanding our network of employee mental health first aiders and partnering with the mental health-focused charity, Blue Tree Project, we have strengthened our support system for employee well-being
- We completed an analysis of our incident reporting data, surfacing an opportunity to develop programs targeted at reducing musculoskeletal injuries in specific settings.

OUR TARGETS

BY 2025, WE AIM TO:

- Partner with industry leaders to implement a musculoskeletal program, focused on the prevention of manual handling injuries for employees with physically demanding roles
- Refresh our documentation library to provide users with a more streamlined platform, to enable faster and more reliable access to the content that workers are looking for when using our systems.



Community engagement

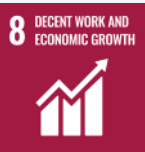
OUR VISION

To be a responsible corporate citizen, enhancing lives not only through the services we provide but also by supporting causes that resonate with our organisation and our team members.

OVERVIEW

We believe that we are here to improve lives and to do good, and working at BAI helps us amplify our impact. We provide employees with access to paid charity and volunteer leave as part of our benefits package, which our team members use to participate in a diverse range of activities: from supporting disadvantaged groups within their local communities to assisting emergency services organisations with training exercises or on duty.

Our goals aligns with this United Nations Sustainable Development Goals (UN SDGs).



OUR ACHIEVEMENTS

BAI has proudly supported the Cerebral Palsy Alliance (CPA) over many years, including through our participation in its STEPtember event, where teams of walkers and runners from across our business compete for top honours. This year, our teams raised over \$20,000 for CPA . In December 2023 and 2024, our staff volunteered at the CPA's Lifestyles centre in Sydney to help host the annual Christmas party, with BAI also supporting the event with a corporate donation.

In May 2024, our offices around the country participated in Australia's Biggest Morning Tea, a Cancer Council Australia fundraiser. Employee donations were matched and together we contributed almost \$7,000 to Cancer Council.

OUR TARGETS

BY 2025, WE AIM TO:

- Continue to participate in the STEPtember fundraising event and increase the total donation made to the Cerebral Palsy Alliance.
- Engage more deeply with the Cerebral Palsy Alliance, including inviting representatives to join BAI events in the lead up to STEPtember and providing volunteer opportunities for BAI employees to support its client programs.
- Continue to include the charitable donations program as part of our annual engagement survey each year.



Responsible procurement

OUR VISION

To ensure our supply chain operates ethically, and to reasonably verify the implementation of anti-slavery and health and safety assurance measures.

OVERVIEW

Responsible procurement is key to operating ethically, so we are committed to ensuring our supply chains source materials and labour ethically. We engage approximately 1,600 external suppliers for the delivery and maintenance of our networks — and we conduct due diligence on all prospective vendors before onboarding them. We also source locally where possible, with 720 contractors engaged from markets around our sites.

Our goals aligns with this United Nations Sustainable Development Goals (UN SDGs).



OUR ACHIEVEMENTS

We have completed 65 modern slavery due diligence assessments when onboarding new suppliers.

We have achieved a 100% team member completion rate across our organisation for our modern slavery awareness training.

OUR TARGETS

BY 2026, WE AIM TO:

- Re-assess at least 50% of our suppliers against our modern slavery standards.
- Enhance our health and safety standards and sustainable procurement practices. This includes developing a comprehensive understanding of our upstream Scope 3 emissions.

Employee engagement

OUR VISION

To be a leading provider of purposeful, productive and engaging employment.

OVERVIEW

Providing purposeful, productive and rewarding work is a core mission for the BAI leadership team. Our 'Great Place to Work' objective has consistently featured amongst our top critical business priorities over multiple years, and we actively pursue initiatives to attract and retain exceptional team members.

Our goals aligns with this United Nations Sustainable Development Goals (UN SDGs).



OUR ACHIEVEMENTS

As survey participation itself is an indicator of employee engagement, we were pleased to achieve a 96% participation rate on our 2024 annual survey, up from 93% in 2022 and 92% in 2021.

Our engagement index score has remained steady since 2022 at 71%, which is slightly lower than our score in 2021 (74%). This score reflects the level of connection and commitment employees feel toward their role and the organisation.

Our newly introduced psychological safety index reflects the extent to which individuals feel they can take risks, express ideas and concerns, speak up with questions, and admit mistakes — all without fear of negative consequences. In 2024, our second year of tracking this metric, we saw a modest increase to 82% from 81% in 2023.

In 2023, we re-launched the Broadcast Technician Apprenticeship Program and currently have five active apprenticeships underway. WE AIM TO continue to invest in this talent pipeline and plan to expand the program to cover other disciplines around the business.

This year, we also partnered with the Connectivity Innovation Network on two paid internship opportunities to support our Broadcast Resilience Program. Two students from University of Technology Sydney (UTS) joined the Service Delivery team in 2024.

OUR TARGETS

BY 2026, WE AIM TO:

- Increase our overall employee engagement score by 2 percentage points, from 71% to 73%.

Environment

OUR VISION

To provide exceptional environmental stewardship across our network footprint, minimise the impacts of our operation to water and land, and promote and enhance biodiversity.

OVERVIEW

At BAI, we see ourselves as custodians of some of the most environmentally significant parts of Australia. Whether we are transmitting from the World Heritage-listed Mount Bellenden-Ker area on top of Queensland's second highest peak in the Wet Tropics, or from snow-covered peaks such as Mount Wellington/kunanyi above Hobart, Tasmania, we are deeply aware of our obligations to responsibly manage these unique locations. We also recognise the opportunities our unique position provides to preserve and enhance the natural environment in and around our network, and many of our sites are home to endangered and threatened species of flora and fauna. Through our operations and maintenance contracts, we partner with our customers to improve environmental outcomes across their networks.

Our goals align with these United Nations Sustainable Development Goals (UN SDGs).



OUR ACHIEVEMENTS

This year, we completed an update to our Environment Aspects and Impacts Register, a central database for environmental risk management across our operations.

We identified sites vulnerable to invasive red imported fire ants, then published detailed guidance for the identification of these ants and actions to be taken should they be encountered.

Following a periodic audit, we retained our ISO 14001 Environmental Management Systems accreditation.

OUR TARGETS

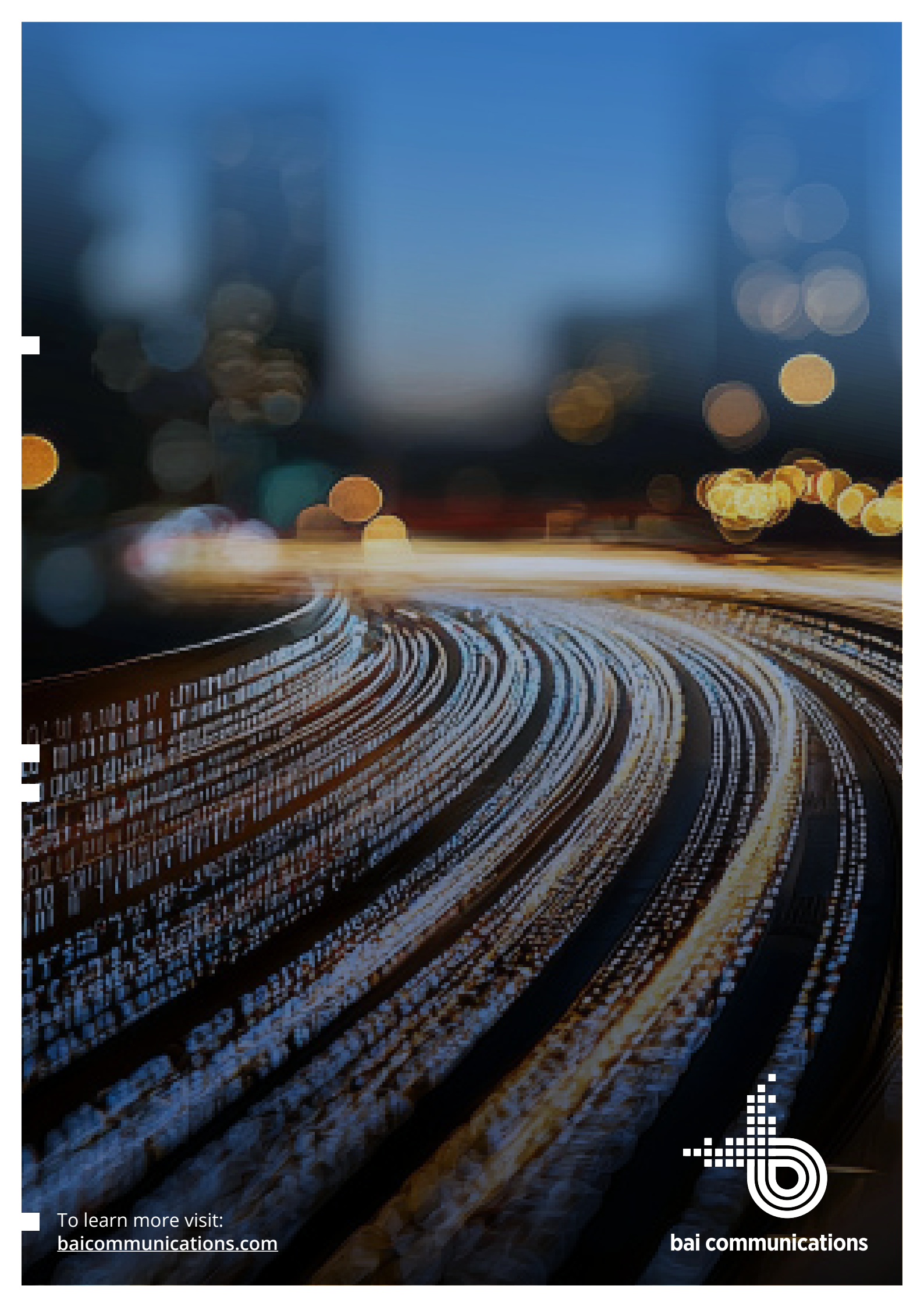
BY 2025, WE AIM TO:

- Update our general site induction course to provide more details on our three environmental pillars: climate action, biodiversity and circularity.
- Update our Environmental Management Policy for public release.
- Identify a new primary office location for Sydney-based staff with an improved National Australian Built Environment Rating System (NABERS) score.

BY 2026, WE AIM TO:

- Develop targets to track and report our progress on improving biodiversity.
- Develop targets to track and report our progress on improving waste and circularity.





To learn more visit:
baicommunications.com



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