

At **BMTS Technology**, we are dedicated to upholding the highest standards of **integrity, sustainability, and respect for human rights** throughout our supply chain. This **Global Supplier Code of Conduct** ("Code") is a legally binding document that sets forth the expectations and requirements for all suppliers who conduct business with BMTS Technology. By engaging in a business relationship with BMTS Technology, suppliers agree to comply with the principles outlined in this Code and to adhere to all applicable laws, regulations, and international standards, including those of the countries in which they operate. Our commitment is rooted in internationally recognized frameworks such as the **International Labour Organization (ILO) Conventions**, the **OECD Guidelines for Multinational Enterprises**, the **United Nations Global Compact**, and relevant **ISO standards**. We expect our suppliers to implement these standards across their operations and within their own supply chains.

Labor Practices

BMTS Technology is committed to ensuring that all workers within our supply chain are treated with dignity and respect. Suppliers are required to maintain the highest standards of labor practices, ensuring compliance with applicable labor laws and promoting safe, fair, and humane working conditions. All **employment must be voluntary**, and any form of forced, bonded, or involuntary labor, including human trafficking, is strictly prohibited. Suppliers must actively prevent human trafficking and slavery within their operations and supply chains, ensuring full compliance with applicable laws. **Child labor is strictly forbidden**, and suppliers must ensure compliance with **ILO Conventions No. 138 and 182**, prohibiting the employment of individuals below the legal working age. Employment of student workers or interns must be managed responsibly, with proper supervision and adherence to legal requirements. Suppliers must comply with local laws regarding working hours, including the provision of overtime pay and rest days. Compensation provided to employees must meet or exceed the minimum wage and legally mandated benefits, ensuring that wages are sufficient to meet basic needs.

BMTS Technology requires that all suppliers **maintain a workplace free from harassment, abuse, and inhumane treatment**. Suppliers must establish clear disciplinary policies and communicate them effectively to all employees. Discrimination in any form, whether based on race, color, religion, gender, sexual orientation, nationality, age, disability, or any other protected status, is not tolerated. Employment decisions must be based solely on merit and qualifications. The rights of employees to freely associate, form and join unions, and engage in collective bargaining must be respected in accordance with local laws. Suppliers must ensure that all employees have the legal right to work in their country of employment, fully complying with immigration laws and regulations. Moreover, **suppliers must prioritize the health and safety of their employees** by providing a safe and healthy work environment in compliance with **ISO 45001** or equivalent standards. Additionally, BMTS Technology emphasizes the importance of upholding **women's rights as an integral part of human rights**. Suppliers must ensure that women are treated equally in all aspects of employment, including recruitment, compensation, training, and promotion, and are free from gender-based discrimination and harassment.

Suppliers are also required to **foster diversity, equity, and inclusion** within their workforce by promoting an environment where all individuals, regardless of their background, are treated with respect and given equal opportunities. This includes upholding the rights of minorities and Indigenous peoples, ensuring their voices are heard, and protecting their interests in all business activities. Suppliers must also ensure

the responsible use of private and public security forces, avoiding any actions that could result in human rights abuses or violations.

Environmental Responsibility

Environmental stewardship is a core value at BMTS Technology, and we expect our suppliers to operate in an **environmentally responsible** manner. Suppliers must manage and reduce air emissions of pollutants, including **volatile organic compounds (VOCs)** and other hazardous substances, to minimize environmental impact. Hazardous substances must be managed with the utmost care to prevent harm to both the environment and human health, ensuring proper labeling, handling, storage, and disposal. Waste materials, including hazardous waste, must be disposed of safely, legally, and in an environmentally responsible manner. Suppliers are also required to comply with all applicable laws and regulations regarding product content restrictions, including the proper labeling for recycling and disposal. Efficient use of natural resources, such as water and energy, is essential, and suppliers must strive to **minimize waste and environmental impact** in their operations. Suppliers must implement and maintain procedures for the treatment and disposal of wastewater and solid waste in compliance with local environmental regulations. BMTS Technology encourages suppliers to establish and maintain an **Environmental Management System (EMS)** in line with **ISO 14001** or equivalent standards to systematically manage and improve their environmental performance.

Suppliers are expected to take proactive measures in the **decarbonization** of their operations, actively working to **reduce greenhouse gas emissions** and transition to **sustainable energy sources** in alignment with global climate goals. Suppliers exporting goods to the European Union must ensure compliance with European Union's **Carbon Border Adjustment Mechanism (CBAM)** requirements by accurately calculating and disclosing the carbon emissions embedded in their products. This includes collaborating with BMTS Technology to provide necessary documentation and supporting data for carbon pricing mechanisms applied under CBAM.

Suppliers must prioritize the preservation of **biodiversity**, ensuring that their operations do not contribute to the degradation of ecosystems or the loss of wildlife habitats. Land, forest, and water rights must be respected, and suppliers are required to prevent forced evictions and any activities that could harm local communities' access to essential resources. **Protecting soil quality** and minimizing land degradation are also crucial, and suppliers must implement sustainable agricultural and land management practices. In line with BMTS Technology's commitment to circular economy principles, suppliers should maximize the **reuse and recycling** of materials to minimize waste and environmental impact.

Ethical Business Practices

BMTS Technology demands the highest level of ethical conduct from its suppliers. Ethical business practices are critical to maintaining trust and fostering long-term relationships. Suppliers must conduct their business with **integrity, avoiding all forms of corruption, extortion, and embezzlement**. Bribery and unethical behavior to gain improper advantages in business dealings are strictly prohibited, and

suppliers must comply with all applicable anti-bribery and anti-corruption laws, including the **US Foreign Corrupt Practices Act (FCPA)** and the **UK Bribery Act**. Suppliers must implement robust **corruption prevention** measures within their organizations and supply chains to ensure compliance with these laws.

Suppliers are required to maintain accurate records of all business transactions and **financial activities**, ensuring transparency and accountability. This includes providing accurate and truthful information regarding their business activities, structure, financial situation, and performance in accordance with applicable laws and regulations.

BMTS Technology also demands that suppliers take active measures to prevent the use and distribution of **counterfeit parts** within their supply chains. Suppliers must implement strict quality control processes and ensure that all materials and components are genuine and compliant with industry standards.

Intellectual property rights must be respected and protected, and the exchange of technology and know-how must be conducted in a manner that safeguards these rights. Suppliers must engage in fair business practices, ensuring that advertising and competition are conducted truthfully and without misleading claims.

BMTS Technology also requires that minerals, including tantalum, tin, tungsten, and gold, are sourced responsibly, without contributing to conflict or human rights abuses. Suppliers must contribute in regular material compliance surveys to declare the status of their supply chain, such as **Conflict Minerals Reporting (CMRT)**, **Extended Minerals Reporting (EMRT)** and other compliance relevant surveys. Compliance with all applicable import and export laws, trade sanctions, and embargoes is mandatory.

Suppliers must ensure personal data protection related to BMTS Technology, its employees, customers, and business partners, as well as confidentiality, integrity and availability of all information goods received from BMTS Technology throughout their whole supply chain. Suppliers must also ensure that by the end of cooperation all information goods received from BMTS Technology is either returned or destroyed in secure manner throughout their whole supply chain.

Ongoing Improvement and reporting of violations

BMTS Technology believes in the importance of **continuous improvement** and expects suppliers to proactively work on enhancing their practices to ensure compliance with this Code. Suppliers must provide ongoing training to their employees to ensure a thorough understanding of the standards set forth in this Code. Effective communication of the Code's requirements to all employees, agents, and subcontractors is essential. BMTS Technology reserves the right to conduct regular audits and assessments to verify compliance, which may include on-site inspections and third-party audits. Suppliers are expected to cooperate fully with these audits and implement any necessary corrective actions.

In addition, BMTS Technology expects suppliers to **adopt and enforce similar standards with their own sub-suppliers**, ensuring that the principles of this Code are upheld throughout the entire supply chain. Suppliers must establish secure mechanisms for reporting violations or concerns related to this Code,

ensuring that whistleblowers are protected from retaliation. BMTS Technology is committed to maintaining the highest standards of ethics and compliance across our supply chain. To support this commitment, we provide our suppliers with the [BMTS Integrity Line](#), a confidential and secure channel through which any violations or concerns related to this Code of Conduct can be reported. Suppliers, their employees, or any other stakeholders who become aware of potential breaches are encouraged to report these issues promptly through the BMTS Integrity Line. All reports will be handled with **strict confidentiality**, and BMTS Technology will take appropriate measures to investigate and address any substantiated concerns. We ensure that individuals who report in good faith are **protected from retaliation**, in line with our commitment to fostering a culture of transparency and accountability. We urge all suppliers to utilize this resource to help us maintain the integrity of our operations.

In addition, suppliers must implement robust risk assessment and management practices to identify, assess, and manage risks related to labor, environmental impact, and ethical business practices within their operations and supply chains.

References

This Code is based on a number of internationally recognized standards and guidelines, including the **ILO Code of Practice in Safety and Health, ILO International Labor Standards, OECD Guidelines for Multinational Enterprises, United Nations Global Compact, ISO 45001: Occupational Health and Safety Management, and ISO 14001: Environmental Management Systems.**

Acknowledgment

By engaging in business with BMTS Technology, the supplier acknowledges and accepts the terms of this Global Supplier Code of Conduct. **Compliance with this Code is a fundamental requirement of the business relationship**, and suppliers are expected to adhere to its principles in all aspects of their operations.

For further information or questions regarding this Code, please contact us.

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