

# BMB – CODE OF CONDUCT FOR BUSINESS PARTNERS

## 1. Introduction

This **Code of Conduct** defines the minimum standards that **BMB NV** expects from its employees and all business partners, including suppliers, subcontractors and their respective supply chains.

We require our business partners to **apply these principles throughout their own operations and supply chains**.

BMB believes in cooperation and dialogue and is committed to working together with its business partners to achieve **responsible and sustainable solutions**.

This Code of Conduct is based on:

- the **UN Guiding Principles on Business and Human Rights**
  - the **OECD Guidelines for Multinational Enterprises**
  - the **ILO Fundamental Conventions**
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## 2. General Requirements

By signing this Code of Conduct, the business partner confirms that it **acknowledges, accepts and complies** with the requirements set out below.

The business partner shall:

- make every reasonable effort to meet these standards;
- act transparently and communicate in an **open, truthful, complete and timely** manner;
- immediately inform BMB of any **actual or potential violations** of this Code.

Failure to comply with this Code, or an unwillingness to take agreed corrective actions, may lead to the **termination of the business relationship**.

BMB, or a third party appointed by BMB, reserves the right to conduct **announced or unannounced audits or inspections** and expects full access to premises, documentation and personnel.

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## 3. Legal Compliance

The business partner shall comply with **all applicable national and local laws and regulations** in the countries where it operates.

Where local law and this Code of Conduct differ, the **stricter requirement shall apply**, unless this would result in a violation of local law.

## 4. Ethical, Social and Environmental Standards

### 4.1 Workers' Rights & Non-Discrimination

All workers shall be treated with **respect and dignity**.

The business partner shall not engage in or tolerate:

- physical punishment or humiliation;
- physical, sexual, psychological or verbal abuse;
- discrimination based on gender, race, colour, age, pregnancy, sexual orientation, religion, political opinion, nationality, ethnic origin, illness or disability.

All employees shall receive a **written employment contract**, in a language they understand, specifying wages, working hours and employment conditions.

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### 4.2 Child Labour

BMB does **not tolerate child labour** under any circumstances.

The business partner shall:

- comply with national minimum age laws and compulsory education requirements;
  - not employ any person under the age of **15**;
  - not employ any person under the age of **18** in mining, quarrying or other hazardous work.
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### 4.3 Forced Labour

Forced labour is strictly prohibited, including but not limited to:

- debt bondage or bonded labour;
- prison or compulsory labour for production purposes;
- work performed under threat, coercion or inhumane conditions;
- excessive overtime imposed due to insufficient wages.

Workers shall be free to leave employment after reasonable notice.

#### 4.4 Living Wage

BMB expects its business partners to work towards the payment of a **living wage** within a reasonable timeframe.

A living wage is defined as a wage sufficient to cover:

- food and clean drinking water;
  - housing and utilities;
  - healthcare;
  - education;
  - clothing;
  - transport;
  - a modest amount of savings.
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#### 4.5 Health & Safety

The business partner shall provide a **safe and healthy working environment** and comply with all applicable health and safety legislation.

This includes:

- adequate training and protective equipment;
- safe machinery and working conditions;
- prevention of occupational accidents and illnesses.

#### 4.6 Land Rights, Environment & Communities

BMB does not accept:

- violations of land or land-use rights;
- forced evictions or relocations;
- destruction of cultural, religious or heritage sites.

The business partner shall:

- hold all required environmental permits and licences;
- prevent or minimise pollution of air, soil and water;
- comply with environmental legislation and standards;
- provide relevant environmental and product data upon request.

BMB and its business partners shall make reasonable efforts to **reduce the environmental impact of transport and logistics**.

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#### 4.7 Freedom of Association

All workers have the right to:

- form or join trade unions or worker organisations of their choice;
- engage in collective bargaining without fear of retaliation.

## 5. Reporting & Complaints Mechanism

BMB NV encourages all our suppliers to instal operational-level grievance mechanisms for those potentially impacted by their activities.

Any violation of this Code of Conduct must be reported to BMB, anonymously or openly:

### **BMB NV**

Attn: Hans Delmulle – CEO

Tel: +32 56 68 05 61

Email: [info@bmb.be](mailto:info@bmb.be)

BMB is a member of the **TruStone Initiative**, which has an independent complaints and dispute mechanism.

Workers, communities or other affected parties may also submit complaints via:

[trustone-complaints@internationalrbc.org](mailto:trustone-complaints@internationalrbc.org)

The TruStone Complaints and Disputes Committee issues **binding decisions**.

## 6. Acknowledgement & Signature

By signing below, the business partner confirms compliance with this Code of Conduct.

**Business Partner:** \_\_\_\_\_

**Date:** \_\_\_\_\_