

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**

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.

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.

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.

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.

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.**

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

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

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: _____