

BMI Third-Party Code of Conduct

BMI Group Holdings UK Limited (together with its subsidiaries, “BMI”), a Standard Industries Inc. entity, is committed to and guided by its core values. These values **empower** our people to lead, take risks to **evolve** the way we work, **connect** with colleagues and customers, and **inspire** enduring change. We aim to build a sound operating model, based on honesty, integrity, fairness, compliance with laws, safety, sustainability, and management of our environmental footprint through a modern approach to industrialism - one that is ethical, responsible, respectful, and supportive of the environment and the communities where we operate.

In support of these commitments, we expect from our suppliers and customers (jointly, “Third Party” or “Third Parties”) to:

- Comply with all applicable laws and adhere to internationally-recognized environmental, social, and governance (“ESG”) Standards, as further detailed in this Code;
- Conduct business ethically and with integrity, protect human rights in compliance with the ethical trading initiative (“ETI”), provide for the safety and well-being of their employees, and operate in an environmentally-responsible manner committed to sourcing any product or service ethically; and
- Strive to apply similar standards with its own suppliers and customers across the value chain.

ESG Standards

Compliance & Governance

- Comply with any applicable national and international laws and regulations, including all labor laws, competition laws, data protection laws, anti-boycott laws, and export and sanction controls, and conduct business in a fair and ethical manner;
- Prohibit all types of bribery, corruption, and money laundering and comply with the U.S. Foreign Corrupt Practices Act, the UK Bribery Act, and all other applicable international anti-corruption and sanctions laws;
- Implement appropriate systems and controls to facilitate compliance with applicable laws, regulations, and standards;
- Apply principles of true and fair accounting and keep accurate books and records;
- Avoid any situation or actions that may appear to create a conflict of interest;
- Respect the privacy and confidential information of all employees and persons they do business with while also protecting confidential data and intellectual property against misuse, theft, fraud, or improper disclosure; and
- Respect and protect BMI physical or virtual property, including tangible and intangible property.

Social Integrity & Fairness

- Comply with all applicable labor and employment laws;
- Foster a work environment where all employees are treated fairly, with integrity and respect;
- Provide all employees with a safe, discrimination-free and harassment-free environment;
- Provide equal employment and advancement of opportunity to all individuals;
- Prohibit discrimination based on race, color, religion, sex, age, national origin, gender, or any other category protected by law;
- Prohibit the use of forced, indentured, or involuntary labor (including modern slavery and human trafficking) and child labor;
- Recognize and adopt an open attitude towards the freedom of association and the right to collective bargaining and ensure that workers' representatives are not retaliated against, facilitating the fulfillment of their representative duties in the workplace in accordance with applicable laws; and
- Empower employees and other stakeholders, without retaliation, to anonymously report concerns or potential unlawful practices or policy violations.

Health, Safety & Environment

- Comply with all applicable health, safety, and environmental ("HSE") laws and regulations;
- Prioritize and protect the health and safety of individuals (employees, contractors, local communities), physical assets, and work environments;
- Use their expertise, resources, and influence to make a positive impact on people, communities, industry, and our planet by continuously improving their operations and evolving their product offerings by seeking to reduce their environmental impact, use resources efficiently, reduce water use and greenhouse gas emissions, and encourage the use of energy-efficient technologies in their production and services; and
- Promote safe and environmentally sound development, manufacturing, transport, use, and disposal of products and ensure that product quality, specifications, and safety comply with applicable standards and requirements.

Any violations of this Third-Party Code of Conduct should be reported to the Standard Industries Ethics Hotline via the standardindustries.ethicspoint.com or telephone. BMI reserves the right to assess compliance with this Third-Party Code of Conduct and take appropriate steps regarding our relationship with any Third Party on that basis. A Third Party's failure to adhere to or correct violations of this Third-Party Code of Conduct may result in suspension of that Third Party's relationship with BMI.