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## SUPPLIER CODE OF ETHICS

### Business Integrity

BMT Aerospace International expects its suppliers to conduct business in compliance with legal requirements and to adhere to internationally applicable standards of business ethics.

#### Legal Compliance

Suppliers must comply with all applicable laws, rules and regulations in the countries where they carry out their business activities.

#### Anti-Corruption

BMT Aerospace International's suppliers must not engage in or tolerate any form of private or public corruption, bribery, extortion or embezzlement. Suppliers must not offer or accept any benefits or other means to obtain any undue or improper advantage. Such improper benefits may comprise cash, non-monetary gifts, pleasure trips or services and amenities of any other nature and are to ensure that the same applies to their staff, management and agents.

#### Conflict of Interests

Suppliers shall avoid conflicts of interest that may compromise the supplier's credibility or other exterior parties' confidence in BMT Aerospace International.

#### Protection of Third Party Rights and Information

Suppliers must respect intellectual property rights and protect confidential information by safeguarding it against misuse, theft, fraud or improper disclosure.

### Human Rights & Working Conditions

BMT Aerospace International expects its suppliers to support and protect human rights both in the workplace and more broadly in all their business activities. All employees and workers are to be treated fairly, with dignity and respect.

#### Freedom of Association and Collective Bargaining

Suppliers shall recognize and respect the rights of employees to freely associate, organize and bargain collectively. In situations where the right to freedom of association and collective bargaining are restricted under law, suppliers shall allow workers to freely elect their own representatives.

#### Forced Labour

Suppliers shall prohibit any use of forced, bonded, indentured labour or involuntary prison labour. All work, including overtime work, shall be voluntary and workers shall be free to leave work or terminate their employment with reasonable notice. Suppliers shall not mandate that workers hand over government-issued identification, passports or work permits as a condition of employment.

#### Child Labour and Young Workers

Suppliers shall work against all forms of child labour. Suppliers must not employ children below the minimum age of employment or the age for completing compulsory education in that country, whichever is higher.

#### Non-discrimination

Suppliers shall not practice any form of discrimination in hiring and employment practices including working conditions, access to training, promotions and rewards on the grounds of race, colour, religion, gender, sexual orientation, age, physical ability, health condition, political opinion, nationality, social or ethnic origin, union membership or marital status.

#### Health and Safety

Suppliers shall ensure a safe and healthy workplace. The same will apply to any other location where production or work is undertaken. Appropriate health and safety information, training and equipment shall be provided to all workers.

#### Wages and Benefits



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Suppliers must pay all workers at least the minimum wage required by applicable laws and regulations and provide all mandatory legally provided benefits. All employment conditions, including compensations, working hours, vacation time, leave periods and holidays must be consistent with applicable laws and regulations, especially mandatory industry standards.

### Environment

BMT Aerospace International expects its suppliers to manage their operations responsibly and in a sustainable manner in relation to environmental risks and impacts and to adopt a precautionary and long-term approach in their business operations. Resources such as water and energy shall be used efficiently.

#### Environmental Legislation

Suppliers must obtain and maintain all required permits and licenses and comply with the operational and reporting requirements of such permits and licenses.

#### Waste Management and Pollution Prevention

Suppliers shall endeavour to reduce or possibly avoid any waste or emissions as a result of their business activities and to encourage recycling of waste. Suppliers shall use efficient technologies which aim to reduce the environmental impact as much as possible.

#### Environmental Management Systems

BMT Aerospace International's suppliers whose activities have an environmental impact shall have a structured and systematic approach to take environmental aspects into account that includes establishing suitable management systems for environmental protection, setting targets and performing follow-ups.

### Commitment

BMT Aerospace International expects its suppliers to show their commitment to the principles defined herein by establishing suitable monitoring systems and by following-up in case they receive knowledge about any violations.

#### Monitoring System

Suppliers shall have adequate systems and controls in place to ensure compliance with these standards or equivalent standards. Suppliers' systems and controls shall also apply to the sub-contractors and suppliers they work with which are directly or indirectly engaged in providing goods and services to BMT Aerospace International. Suppliers are encouraged to improve their operations, control systems and working conditions on a continuous basis and seek to obtain corresponding industry recognised certifications (such as, without limitation, quality and environmental certificates), in order to reach latest applicable standards.

#### Consequences in Case of Violations

Suppliers shall address any violations of these standards or equivalent standards that come to their knowledge and take appropriate actions to remedy same. Depending on the seriousness of the violation appropriate actions could be a request for corrective measures but also the termination of the cooperation with any employee, sub-supplier or contractor who mandated, facilitated or applied unacceptable methods.