

SUPPLIER DECLARATION OF COMPLIANCE

REV. 2 – 28-02-2024

Introduction

BJ-Gear commits to sustainable and responsible business practices, anchored by the UN Global Compact's ten principles on human rights, labor rights, environmental protection, and anti-corruption. Our comprehensive Code of Conduct establishes the groundwork for our Corporate Social Responsibility (CSR) initiatives. We further extend these ethical standards to our supply chain through our Supplier Code of Conduct, demanding adherence to legal compliance, ethical business practices, and continuous CSR improvement from our suppliers and their subcontractors. This approach ensures that our commitment to integrity, sustainability, and responsible production is upheld across all operations and partnerships, fostering a culture of transparency and ethical responsibility within and beyond BJ-Gear.

Compliance and Expectations

1. Legislation and Industry Standards

- Suppliers must adhere to all applicable international, national, and local laws, regulations, and industry standards. This includes exceeding these requirements where our Code of Conduct sets a higher standard.

2. Human Rights and Labor Practices

- **General Human Rights:** Suppliers must respect international human and labour rights standards, actively avoiding any infringement and addressing adverse impacts.
- **Privacy and Data Security:** Respect for privacy and secure handling of data are crucial. Suppliers must prevent unauthorized access to or misuse of BJ-Gear goods and data.
- **Non-Discrimination:** Suppliers are required to ensure a workplace free from discrimination and harassment in any form.
- **Local Community and Country Risk:** Suppliers must assess and mitigate their impact on human rights in their operations and local communities.
- **Health, Safety, and Fair Treatment:** Ensuring a safe, healthy, and equitable workplace is mandatory, including fair remuneration, reasonable working hours, and humane treatment.

3. Labor Rights

- Child and Forced Labor: The use of child labour or forced labour in any form is strictly prohibited.
- Freedom of Association: Suppliers must respect employees' rights to join unions and engage in collective bargaining, where legally permitted.

4. Environmental Responsibility

- Suppliers must demonstrate environmental stewardship, including waste reduction, emissions control, responsible waste management, and the promotion of recycling and eco-friendly technologies.

5. Ethical Business Practices

- Conflict Minerals: Suppliers must ensure that products and components do not contain conflict minerals sourced from regions associated with human rights violations.
- Anti-Corruption: All forms of corruption, bribery, and unethical business practices are unacceptable.

Reporting Mechanism for Supply Chain Breaches

BJ-Gear is committed to transparency and accountability within our supply chain. To support this commitment, we have established a reporting mechanism for the identification and management of breaches to our Supplier Code of Conduct.

Obligation to Report:

Suppliers are required to report any known breaches of this Code within their operations or their supply chain. This includes violations related to human rights, labor practices, environmental standards, and ethical business conduct.

Reporting Channels:

Suppliers can report breaches through the following channels:

- Dedicated Email Address: sustainability@bj-gear.com
- Direct Contact: Suppliers may also choose to directly contact their BJ-Gear procurement or quality and sustainability manager to report any concerns or breaches.

Confidentiality and Non-Retaliation:

All reports will be treated with confidentiality. BJ-Gear is committed to protecting the identity of individuals who report breaches and ensuring that no retaliatory action is taken against them.

Supplier Responsibility:

Suppliers are responsible for communicating this reporting mechanism to their employees and within their own supply chains. Suppliers should ensure that their employees and subcontractors are aware of and understand how to report breaches.

Commitment to Continuous Improvement:

BJ-Gear views the reporting and remediation of breaches as an integral part of our commitment to continuous improvement. We encourage an open and honest dialogue with our suppliers to address and resolve issues proactively.

Inspection and Audit

BJ-Gear reserves the right to verify compliance with this Code through inspections and audits. Suppliers are expected to maintain transparency, allow access to their operations for assessment, and engage in continuous improvement efforts.

Declaration

By signing this document, the supplier confirms understanding, acceptance, and commitment to comply with the BJ-Gear Supplier Code of Conduct. This declaration is a testament to our shared responsibility towards ethical, sustainable, and responsible business practices.

Supplier Acknowledgment

This section is to be completed by the supplier, affirming their commitment to adhere to the BJ-Gear Supplier Code of Conduct.

Company Name: _____

Authorized Signature: _____

Print Name and Title: _____

Date: _____

BJ-Gear Endorsement

This document is endorsed by BJ-Gear's leadership, affirming our commitment to ethical business practices and the importance of our suppliers' alignment with these principles.