

Supplier Principles

Guidance for Responsible Business

It's not just what we do
- **It's how we do it**

Supplier Principles

Creating a successful and sustainable business requires more than just financial results. Responsible behaviour is fundamental to how we do business within every BSL Group company. It is not just what we do; it is how we do it. We are committed to achieving the high ethical standards which underpin our role as a trusted partner to our c stakeholders by managing operations responsibly and conducting business in an ethical way. BSL's relationships with its Suppliers are a critical part of this commitment.

To clarify what we expect from our Suppliers and their supply chains, we have developed these Supplier Principles – Guidance for Responsible Business (hereinafter referred to as Principles). The Principles outline a set of 'best practice' expectations. They are not intended to conflict with or modify the terms of Supplier contracts with BSL. If a contract requirement (and / or an applicable law or regulation) addresses the same areas covered in these Principles, Suppliers must comply with the Contract (and / or legal) requirement as a minimum, with the Principles applied in addition to the extent they do not conflict.

Responsible behaviour is vitally important to the reputation and success of BSL. Our Suppliers are an important part of that effort.

Code of Conduct and Compliance

BSL's Code of Conduct is central to our responsible business environment. We encourage our Suppliers to implement and adhere to their own similar written Code of Conduct. In addition, commensurate with the size and nature of their business, we expect our Suppliers to have management systems in place to support compliance with applicable laws and regulations.

Anti-Corruption

We expect our Suppliers to comply with all relevant laws and regulations regarding anti-corruption including, where applicable, Qatar's Penal Code, the US Foreign Corrupt Practices Act, the UK Bribery Act and applicable laws in Turkey and Oman. BSL has a zero tolerance for any corrupt activity. BSL will not tolerate corrupt activity involving government officials, our commercial business partners, or the receipt of bribes or kickbacks by BSL. We will not offer, give, or receive any payment, benefit or gift that may be construed as a bribe, for any business purpose whether directly or through a third party. BSL expects its Suppliers to be similarly intolerant of corrupt activity and to have appropriate and adequate procedures to prevent such activity from taking place. BSL does not pay 'facilitation' payments and will not pay for the expediting of routine government activity unless there is a formal lawful fee schedule for expedited service, and we similarly expect that our Suppliers will not make such payments in connection with any of BSL's business. We expect our Suppliers to ensure that the offering or receipt of any gift or business courtesy is permitted by law and regulation, does not violate the rules and standards of the recipient's organisation, and is consistent with all reasonable market terms and conditions.

Supplier Diversity

Diverse Suppliers will have an equal opportunity to be included in our sourcing and procurement process. Our mission is to proactively identify, build relationships with, and purchase products and services with a diverse group of qualified companies that reflect our customer base and the areas we serve. Suppliers must demonstrate the ability to add value and provide high quality goods and services that are competitively priced, reliable and aligned with our superior level of service.

Accurate Record Keeping

We expect our Suppliers to capture, store, and retain, as appropriate, business records accurately and securely.

International Trade Compliance

We expect our Suppliers to conduct business in compliance with all applicable laws and regulations governing:

- export, re-export, import of products, technical data, software and services; and
- economic sanctions and embargoes.

Conflict Minerals

We expect our Suppliers to conduct appropriate due diligence, where reasonably feasible, to identify, report and take remedial action, if their products contain conflict minerals (tin, tantalum, gold and tungsten, etc.) that are used to finance conflict in the Democratic Republic of Congo, adjoining countries, or other conflict-affected or high-risk areas. Where applicable local laws and regulations exist in the jurisdiction in which the supplier operates, we expect our Suppliers to comply with such laws and regulations.

Anti-Money Laundering and Counter Terrorist Financing

We are committed to comply with all applicable Anti-Money Laundering (AML) and Counter Terrorist Financing (CTF) laws and regulations.

We expect that our Suppliers will not engage or attempt to engage in any transactions involving proceeds derived from unlawful activity. We expect Suppliers to perform AML/CTF related responsibilities in utmost good faith and immediately report us any matter suspected to be related to money laundering or terrorist financing.

Conflicts of Interest

We expect our Suppliers to avoid conflicts of interest or situations giving the appearance of a potential conflict of interest in their dealings with BSL. We understand that such actual or potential conflicts do arise in the course of business from time to time, in which case we expect our Suppliers to timely disclose them to BSL and all other affected parties.

Timely Payment

We expect our Suppliers to pay their suppliers on time in accordance with agreed contractual payment terms.

Workplace/Employees

We expect our Suppliers to foster an inclusive work environment where individuals are treated with dignity and respect. To that end, we expect our Suppliers to comply with applicable non-discrimination laws and regulations. We also expect our Suppliers to ensure that employees may perform work in an environment that is free from harassment or other abusive conduct. We expect our Suppliers to not engage in the use of forced or bonded labour, slavery or trafficking of persons. Suppliers should allow employees to freely choose to work or to leave employment. We also expect our Suppliers to ensure that child labour is not used in the performance of work. The term 'child' refers to any person under the minimum legal age for employment where the work is performed. We expect our Suppliers to comply with applicable laws and regulations on visas and other employment related permits, pay, benefits, working hours, health and safety, and the rights of individuals to join trade unions and participate in collective bargaining. We expect our Suppliers to provide employees and third parties with access to adequate reporting channels to seek advice or raise legal or ethical concerns without fear of retaliation, including opportunities for anonymous reporting where allowed under applicable law. We expect our Suppliers to take action to prevent, detect and correct retaliatory actions.

Personal, Confidential and Proprietary Information

We expect our Suppliers to appropriately and legally protect all sensitive information, including confidential, proprietary, and personal information. Information should not be used for any purpose other than the purpose for which it was provided without prior authorisation. Where such information is held or transferred electronically, we expect our Suppliers to implement appropriate IT cyber security and to immediately notify us of any suspected or actual data breaches to allow us to take steps to protect the information and respond within any applicable timeframes prescribed by law. We expect our Suppliers to respect applicable intellectual property rights and comply with data privacy laws.

Counterfeit Components

We expect our Suppliers to develop, implement and maintain methods and processes appropriate to their products to prevent counterfeit parts and materials being delivered. Effective processes should be in place to detect, report and quarantine counterfeit parts and materials and prevent such parts re-entering the supply chain. We expect our Suppliers to only use parts from Original Equipment or Component Manufacturers or their authorised sources, and to comply with applicable laws, regulations, and industry 'best practice' protocols when conducting business with BSL.

Environmental, Social, and Corporate Governance (ESG)

Environment

BSL encourages Suppliers to use environmentally preferable products and services while performing the Services and delivering the Supplies under the Contract. "Environmentally preferable purchasing" means making purchasing choices for products and services that have a lesser or reduced adverse effect on human health and the environment when compared with competing products and services that serve the same purpose. Environmentally preferable purchasing is consistent with our commitment to protecting our air, water, soil, and climate for current and future generations. BSL encourages Suppliers to incorporate the following actions into their performance:

- Environmentally preferable supplies and services.
- Conservation of water.
- Efficient energy use.
- Waste prevention.
- Reuse and recycle materials where possible.
- Sustainable transportation choices, including consideration of use of business communication software such as Microsoft Teams/Skype as an alternative to travel in-person to support pollution prevention; low toxicity for public health & safety; and reduced emissions to address climate change.

Social

BSL believes in maintaining healthy, positive, fair, and ethical relationships with its stakeholders, considering it to be critical for the company's success. BSL's focus is to maintain high standards in the following areas and expects Suppliers to do the same.

- Diversity, equity, & inclusion
- Customer satisfaction
- Data protection & privacy
- Employee engagement
- Community relations
- Wage equality
- Labour standards
- Human rights
- Working & safety conditions
- Training & workforce development
- Ethical supply chain practices

Anti-Trust and Competition

We expect our Suppliers to conduct business in accordance with all applicable competition and Anti-Trust Laws and Regulations. We expect that our Suppliers will not enter into formal or informal anti-competitive arrangements that fix prices, rig bids, limit supply, control markets, or otherwise improperly restrict or affect competition.

Ethics Helpline

If a Supplier has a concern regarding these Principles, contact our ethics helpline at:

✉ ethics.concerns@bsl.qa

Or, contact the ethics helpline of BAE Systems, our 49% shareholder at:

🌐 www.expolink.co.uk/ethics-report

✉ ethics.inchelpline@baesystems.com

☎ or telephone at appropriate number below:

Australia 1 800 121889

Canada 1888 268 5816

Greece 00800 441 45735

Italy 800 783776

Malaysia 1800 885530

Slovakia 0800 004461

United Kingdom 0800 374199

Austria 0800 281700

Chile 123 002 004 12

Hungary 06800 14863

Japan 00531 78 0023

Poland 00800 442 1245

South Africa 0800 990520

United States 1877 533 5310

Governance

BSL is focused on maintaining and improving its governance through:

- Corporate Governance (structure, effectiveness, policy & process and diversity)
- Risk & Crisis Management
- Supply Chain Management (only contracting with the best Suppliers and requiring that Suppliers adhere to BSL's Principles)

Belgium 0800 71025

Czech Republic 800 142 428

India 000800 440 1286

Kingdom of Saudi Arabia

Romania 08008 94440

Thailand 001 800 442 078

Brazil 0800 891 8807

Germany 0800 182 3246

Indonesia 001 803 0441 1201

8008440172

Singapore 800 4411 140

Turkey 00800 4463 2066

For more information, contact:

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