

Bristol-Myers Squibb UN Global Compact Communication on Progress 2018



Bristol-Myers Squibb is a participant of the [United Nations Global Compact](#), which is the world's largest corporate citizenship and sustainability initiative.

To Our Stakeholders

Dear Mr. Secretary-General,

It is with great pride that I submit Bristol-Myers Squibb's ninth annual Communication on Progress report.

We value the opportunity to tell our global compact story – to reaffirm our commitment to the Ten Principles of the United Nations Global Compact (UNGC) and to highlight the many ways we bring these principles to life through our people and our practices. The UNGC is closely aligned with our own longstanding company “Commitment” – a statement of company principles that places a premium on integrity, ethics, human rights, transparency, diversity and economic, social and environmental sustainability. Meeting these high standards is therefore part of our everyday business.

We are grateful for this opportunity and for the continued leadership and partnership of our UNGC colleagues.

Sincerely,

A handwritten signature in black ink, which appears to read "Giovanni Caforio".

Giovanni Caforio, M.D.
Chairman of the Board & Chief Executive Officer

Introduction

Bristol-Myers Squibb joined the U.N. Global Compact in December 2010 and this year we further integrated its principles encompassing Human Rights, Labor, Environment and Anti-Corruption across our company. Our commitment to the [U.N. Global Compact](#) is available to all employees and to the public on our company website.

Bristol-Myers Squibb has established [Principles of Integrity and our Standards of Business Conduct and Ethics](#), which embody our high standards of ethical behavior and form the basis of our interactions with our employees, patients, customer, shareholders and the global community. Dr. Giovanni Caforio, Chairman and Chief Executive Officer of Bristol-Myers Squibb holds the most senior position in the company with operational responsibility for all aspects of the business, including labor and human rights. Adam Dubow, Chief Compliance and Ethics Officer, holds the most senior position within the company with operational responsibilities for compliance and ethics. We continue to focus on opportunities for improvement, a commitment reflected in our signing the [Business Roundtable's CEO Statement on the Purpose of a Corporation](#).

Bristol-Myers Squibb continues to be ranked on Corporate Responsibility magazine's annual list of the 100 Best Corporate Citizens, a leading benchmark for socially responsible investors and other stakeholders. We are the only biopharmaceutical company to be included in the rankings every year since its inception in 2009. In 2019, Bristol-Myers Squibb continued to collaborate with Business for Social Responsibility to support the Guiding Principles on Access to Healthcare, which include a principle on respecting human rights and we reported our progress towards the UN Sustainable Development Goals (UN SDGs) through their alignment with the [Global Reporting Index](#) (GRI).

This year, we increased our efforts to support the SDGs and the UN Global Compact as one of eight US companies accepted to participate in the [UN SDG Young Innovators Program](#) and as active participants in the [Global Compact Action Platform 'Health is Everyone's Business'](#). In 2018, Bristol-Myers Squibb agreed to join 126 companies and firms worldwide in support of the [U. N. Office of Human Rights Global LGBTI Standards for Business](#) and joined the [One Young World Lead 2030 Initiative](#), electing to sponsor the challenge for [U.N. SDG 10, Reduce Inequalities](#). In 2019, we [renewed our commitment](#) to support this program and again are focusing on SDG 10.

Bristol-Myers Squibb Company and our Foundation support [Mental Health & Well-Being initiatives](#) aimed to help employees, veterans, military service members, their families, and the families of the fallen. We focus on community-based solutions to help with mental health and community reintegration and have contributed >\$2.77 million across 5 grants to organizations including zero8hundred, TAPS, the Rosalynn Carter Institute for Caregiving and the University of Michigan. The Foundation is a founding member of the [Philanthropy-Joining Forces Impact Pledge](#) in collaboration with the Office of the First Lady.

We work extensively with corporate professionals to create one-on-one mentoring relationships for veterans. In 2019, Dr. Caforio signed the [Employer Statement of Support for the Guard and Reserve](#) for Bristol-Myers Squibb. Employer Support of the Guard and Reserve (ESGR), a Department of Defense program, was established in 1972 to promote cooperation and understanding between Reserve Component Service members and their civilian employers. Also this year, he was honored by the [Community of Hope](#) for BMS' dedication to helping individuals, including veterans, and their families overcome mental illness, addiction, homelessness and poverty and we implemented a military leave

policy which supports employees in the US and Puerto Rico during periods of deployment and during their transition back to their civilian jobs.

Our strong emphasis on diversity and inclusion for our workforce has led to participation by over 16,000 employees in 44 countries across our 8 [People and Business Resource Groups](#) (PBRG). These groups represent women, African-American, Latino/Hispanic, Asian-American, Millennial, differently-abled and lesbian/gay/bisexual/transgender employees as well as those who are U.S. Veterans. This is a ~30% increase in participation from our 2018 report. In 2019 each PBRG had been transformed from primarily social networking groups into define business areas, each headed by a full time lead. Achievements from our PBRG businesses range across our entire enterprise. Through collaboration across all 8 PBRGs, > 120 volunteers have supported our STEM (Science, Technology, Engineering and Math) efforts. This work is projected to impact >400 students. A PBRG partnership with the Oncology Academic Research group for the Health Equities Forum brought together 23 external leaders in the field of Health Equities from major cancer centers across the US with 15 BMS leaders to discuss barriers to diversity in clinical trials and identify potential solutions.

Through the efforts of our PBRGs, we introduced a set of transgender guidelines in the U.S. and Canada to ensure a respectful and inclusive workplace environment for employees in the process of gender transition and signed [We Are All Humans Foundation's Hispanic Promise](#). This year, a US Policy change in support of women and families was enacted, resulting in a U.S. Paid Family Care Leave Policy. This new policy doubled paid parental leave for birth mothers from 6-8 weeks to 14-16 week, ensured other parents now have 8 weeks paid parental leave including adoptive and foster parent and provides for flexible work arrangements where appropriate. The Bristol-Myers Squibb guidelines ensure a respectful and inclusive workplace environment for employees in the process of gender transition. All of our [workplace policies](#) can be found on our website.

Under a program called Procurement Risk Assessment and Mitigation (PRAM), we continue to increase our efforts to mitigate risk in our manufacturing suppliers by collecting information on Environment, Health and Safety (EHS), labor and ethics practices in addition to their ability to provide goods or services in the future. We are able to assess >900 suppliers per year, including deeper dive evaluations of 140 enterprise-wide critical suppliers. Our Global Procurement division actively seeks out, nurtures and supports a base of partners and suppliers that helps us drive our commitment to [Supplier Diversity](#) and has helped us build trusted, strategic relationships with businesses owned by minorities, women, veterans, LGBT, the disabled and other diverse populations. We have achieved 19.8% of overall company spend with Small Businesses (vs. 19% goal) and 15.4% in spend with Diverse Businesses (vs. 10.3% goal).

The company maintains a leadership position within its collaboration with the [Pharmaceutical Supply Chain Initiative \(PSCI\)](#), which promotes Principles for Responsible Supply Chain Management among our suppliers and capacity building in developing countries. We annually revise and post our [Slavery and Human Trafficking Statement](#) addressing measures taken to tackle slavery and human trafficking, which are responsive to global legislation, including the United Kingdom's Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act of 2010. As trucking and human trafficking are a point of intersection, this year we initiated a collaboration with [Truckers Against Trafficking](#) to help stop this atrocity. The intention of the training is for our partners to educate their drivers on how to identify Human Trafficking victims and how to alert authorities of suspected activity. As part of BMS' Social Responsibility and Corporate Sustainability commitments, we are asking our suppliers to commit to this important initiative.

Through the Bristol-Myers Squibb Foundation, we promote health equity and seek to improve the health outcomes of populations disproportionately affected by serious diseases by strengthening healthcare worker capacity, integrating medical care and community-based supportive services and mobilizing communities in the fight against disease. In 2019, we celebrated the [20th year of our Secure the Future](#) program. This innovative program works with our partners in Africa to provide care and support for communities affected by HIV. This initiative is also expanding our work in HIV, tuberculosis, non-communicable diseases, and AIDS-related cancers in sub-Saharan Africa. By 2019, this program has helped train 52,000 healthcare professionals and provided care for nearly 300,000 children and family members.

In 2017, the Bristol-Myers Squibb Foundation and its partners, Texas Children's Hospital and Baylor International Pediatric AIDS Initiative at Texas Children's Hospital, launched an initiative to create an innovative pediatric hematology-oncology treatment network in southern and east Africa. [Global HOPE](#) (Hematology-Oncology Pediatric Excellence) is building long-term capacity to treat and dramatically improve the prognosis of thousands of children with cancer and blood disorders in southern and eastern Africa and builds upon the experience gained through our HIV/AIDS experience. In 2019, a major community awareness campaign in all participating countries was launched. This campaign is designed to increase public awareness and decrease the stigma related to a cancer diagnosis. In addition, its goals include increasing knowledge of childhood cancer, including appropriate steps parents, caregivers and communities can make to ensure early diagnosis and treatment. By the 2019, the initiative had secured \$100 million in commitments, trained >1630 healthcare workers and treated >7760 patients through 3 centers of excellence.

The Foundation's Global Cancer Disparities Initiative supports community-based programs that promote cancer awareness, screening, care, and support among high-risk populations in the United States, as well as Central and Eastern Europe and sub-Saharan Africa. We are working with partners across the globe in areas where social stigmas, inadequate education, and a lack of available services all contribute to increased mortality rates from lung, skin, breast, and cervical cancers. The Specialty Care for Vulnerable Populations initiative is addressing inequities in access to and utilization of specialty care services by medically underserved and vulnerable populations in the US. The goal of this national initiative is to catalyze sustainable improvement and expansion of specialty care service delivery in safety net settings to achieve more optimal and equitable outcomes for the people living with or at high risk for cancer, autoimmune diseases (rheumatoid arthritis, lupus) and cardiovascular diseases (stroke, atrial fibrillation, and venous thromboembolism). Information on the specific programs supported under each of the initiatives described below can be found on the [Bristol-Myers Squibb Foundation](#) website.

Investing in the communities where we live and work is one way we live the Bristol-Myers Squibb mission. Skills 2 Give is an optional virtual skills-based volunteer program which enables BMS employees to donate their talent anywhere, anytime, delivering enormous impact to BMS nonprofit grantees. Skills 2 Give connects our employees with company and Foundation grantees to engage employees on meaningful projects, provide unique leadership development opportunities and boost our philanthropic impact. Bristol-Myers Squibb also offers the Employee Giving Program to help facilitate employee donations to the charities that are most important to them, and matches those gives to double their impact.

Across the globe Bristol-Myers Squibb is committed to being a responsible global citizen with respect to the environment as well as health equity. We set ambitious sustainability goals to take our commitment to environmental responsibility to the next level. We are on track or exceeding in our progress against all targets within our [Sustainability 2020 Goals](#). Within our environmental goal, we have achieved a 10.5%

decrease in total (absolute) GHG (2015 baseline) vs a target of 5% and a 4.3% decrease in total water use (2015 baseline) vs a target of 5%. Scope 3 emissions from business travel were reduced ~ 7%.

We continue our [US Environmental Protection Agency \(EPA\) Treasure Hunt](#) program. To date, we have rolled out the program to 14 facilities worldwide looking for opportunities to reduce energy and water. To date, just under 500 participants have identified hundreds of opportunities to reduce emissions, energy and water consumption. The efforts in 2019 have further contributed to significant savings, with a current program total of >\$12 million. Through the identified opportunities already implemented, we have reduced greenhouse emissions by more than 23%, energy consumption by nearly 20% and water consumption by more than 13%, with a total cost savings of >18%.

Bristol-Myers Squibb received an Energy Star Partner of the Year Award in 2019, giving us 5 consecutive years of recognition. For the second consecutive year, we earned the distinction of Sustained Partner Status from the U.S. Environmental Protection Agency (EPA) and U.S. Department of Energy (DOE) for its comprehensive policies and programs to manage energy use at its facilities worldwide. As members of the US Department of Energy Better Plants Challenge, we committed to reduce our Energy Intensity by 20% within 10 years. After the first 5 years, we have achieved a reduction of 15.23% and this year increased our commitment from the “Partner” level to the “Challenge” level. Also in 2019, our manufacturing facility in Humacao, Puerto Rico received the US EPA Energy Star Challenge for Industry, making it the 3rd BMS manufacturing site to receive the award.

In addition, we became the only biopharmaceutical company to join the Better Plants Waste Reduction pilot program. We report our CO₂ emissions and water use through the Carbon Disclosure Project (CDP) and increased our effort to assess our carbon footprint from suppliers by participating in the Pharmaceutical Supply Chain Initiative (PSCI)-supported EcoDesk 3rd Party Survey in addition to the CDP Supply Chain Initiative survey. We initiated a partnership with CarbonFund.org to off-set corporate employee travel through the support of a reforestation, education and capacity building program in the Amazonian Basin.

In 2019, we opened our first zero-waste-to-landfill manufacturing site in [Cruiserath, Ireland](#). This state-of-the-art LEED Silver biologics manufacturing facility established a zero to landfill waste policy from the very start of operations and developed an extensive waste management program to ensure the highest rate of reuse and recycling is achieved. The site operates on 100% green energy, provides on-site inactivation of biohazardous waste, and has a modified wastewater treatment plant that removes >95% of carbon from the process water. Our efforts to reduce waste applies across our manufacturing sites. Our Devens, MA site re-routed >14,500 lbs of spent carbon from landfill to regeneration and reuse. We have extensive collaborations with key vendors to drive reforestation and recycling of wood, plastic and medical waste.

Since its inception in 2017, we've completed systematic reviews of 13 key pharmaceutical manufacturing and R&D facilities in 6 countries worldwide for potential water and wastewater risks (including resource availability and impact) through our Water Compass Project. With >200 participants involved, we were able to document >60 model practices and identify >150 opportunities. In addition to our internal-facing projects, we are involved with the Innovative Medicines Initiative (IMI) in Europe, a public-private partnership between the European Union and the European pharmaceutical industry. Bristol-Myers Squibb took a leading role in an IMI project called iPiE, Intelligence-led Assessment of Pharmaceuticals in the Environment, and co-led an effort that created an innovative model for predicting the concentrations of human drugs in European watersheds. The project established a public database (i-pie

sum) that provides environmental and toxicology data on human drugs. This important research is supporting our planet by advancing the science around pharmaceuticals in the environment.

Our Global Go Green employee-led initiative held Annual Earth Day, Earth Hour, Energy Conservation and Recycling celebrations at >40 global company sites to engage employees and support efforts to protect the environment at work and at home. Bristol-Myers Squibb employees around the world demonstrated their commitment by participating in a range of activities from establishing on-site sustainable organic gardens and beehives to planting trees to recycling materials and cleaning greenways and watershed areas with the goal of building awareness about conservation of energy and water. The initiative has also facilitated the creation of ride-share and alternative transportation functions to reduce the environmental impact of employee commuting. Our Green Labs certification program, which encourages employees to reduce the environmental impact of their work, including energy, water and waste, continued to grow with nearly 600 labs certified (92% of all labs within the BMS facilities now participating). In 2018 we launched an effort to green our fleet and reducing the carbon output by 3% (243,000) within the same year. In 2019, we restructured the fleet allocation, with 25% of the offered vehicles now hybrids.

As part of our involvement in the American Chemical Society's industrywide sustainability initiative, we are able to access and share data that predicts the efficiency of approaches to making a drug substance and which of those approaches have the highest probability of delivering the most sustainable outcomes. Driven by the principles of Green Chemistry, we developed a [process mass intensity prediction calculator](#), which was launched into the public domain. Through this Greenness by Design strategy, we have introduced several domains of new technology, including continuous manufacturing and predictive data analytics, which have reduced the consumption of materials, energy and water, while also saving time to clinic and increasing safety. Our in-house greenness prediction tool along with our in-house greenness tracker are used to assess all post-first-in-human deliveries. This year, our green chemistry efforts, applied across 9 pre-clinical programs, resulted in a 66% reduction of product mass index (PMI) and avoided the generation of 14MT of waste.

The Principles of Integrity -- our Standards of Business Conduct and Ethics for Employees provide a common framework for how we conduct business, interact with our colleagues and serve our patients. Employee training is required and a section on Anti-Corruption is included. Additionally, we actively participate in many industry associations with the stated goal of enhancing global anti-corruption awareness and improved industry conduct. Examples include PSCI, IFPMA, EFPIA, and PhRMA, where Dr. Caforio, Chairman and Chief Executive Officer of Bristol-Myers Squibb, has now assumed the role of [chairman of the board of directors](#).

The Bristol-Myers Squibb website ([bms.com](https://www.bms.com)) contains additional information about our policies, goals and progress relevant to the U.N. Global Compact, as well as our Sustainability and Corporate Social Responsibility programs. These resources include our [Sustainability Report](#), which follows the format of the Global Reporting Initiative (GRI), with measurement of outcomes related to various performance indicators and targets. Below is a list of the 21 Criterion identified for implementation of the 10 U.N. Global Compact principles and a table that identifies the relevant content from our [website](#).

Implementing the Ten Principles into Strategies & Operations

Criterion 1: The COP describes mainstreaming into corporate functions and business units

Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc) ensuring no function conflicts with company's sustainability commitments and objectives

- [BMS Corporate Governance Structure](#)
- [BMS Sustainability Governance](#)
- [BMS Sustainability 2020 Goal Governance for Strategy](#)
- [BMS Sustainability Strategy Overarching Policies](#)
- [BMS EHS&Sustainability Overarching Governance](#)

Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy

- [BMS 2017 Annual Report](#), pages 4-6
- [BMS 2018 Proxy Statement](#) , page 1
- [BMS 2018 Global Citizenship Report](#), page 1

Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts

- [BMS 2018 Proxy Statement](#) , pages 3, 4

Criterion 2: The COP describes value chain implementation

Communicate policies and expectations to suppliers and other relevant business partners

- [BMS Standards of Conduct and Ethics for Third Parties](#)
- [BMS Principles of Integrity](#)

Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence

- [BMS 2020 Sustainability Goals_Supply Chain](#)
- [BMS Supplier Evaluations](#)

<p>Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners</p>	<p>BMS Principles of Integrity</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS 2020 Sustainability Goals Supply Chain</p> <p>BMS Supplier Evaluations</p> <p>BMS 2018 Global Citizenship Report, page 21</p>
<p><i>Robust Human Rights Management Policies & Procedures</i></p>	
<p>Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights</p>	
<p>Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates (e.g., the Universal Declaration of Human Rights, Guiding Principles on Human Rights) (BRE1 + ARE1)</p>	<p>BMS Position Statement on Human Rights</p>
<p>Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company (BRE 1 + BRE5 + ARE 1 + ARE 5)</p>	<p>BMS Position Statement on Human Rights</p>
<p>Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties (BRE 1 + BRE 5 + ARE 1 + ARE 5)</p>	<p>BMS Position Statement on Human Rights</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS 2018 Global Citizenship Report, page 1</p>
<p>Criterion 4: The COP describes effective management systems to integrate the human rights principles</p>	
<p>On-going due diligence process that includes an assessment of actual and potential human rights impacts (BRE 2 + BRE 3 + ARE 2 + ARE 3)</p>	<p>BMS Human Rights Management Approach</p>

	BMS Principles of Integrity BMS Standards of Conduct and Ethics for Third Parties
Internal awareness-raising and training on human rights for management and employees	BMS Workplace Policies BMS Principles of Integrity BMS 2018 Global Citizenship Report, page 25 BMS Diversity and Inclusion Learning Programs
Allocation of responsibilities and accountability for addressing human rights impacts	BMS Human Rights Management Approach BMS Standards of Conduct and Ethics for Third Parties
Process and programs in place to support human rights through: core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action (BRE 6 + ARE 6)	BMS 2018 Global Citizenship Report, page 24,25,30,31 BMS Diversity and Inclusion BMS Workplace Policies BMS Diversity and Inclusion Learning Programs BMS Standards of Conduct and Ethics for Third Parties BMS Supplier Evaluations
Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration	
Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff	BMS Human Rights Management Approach BMS Principles of Integrity, pages 13-15

	BMS Workplace Policies BMS Diversity and Inclusion BMS Diversity and Inclusion Learning Programs BMS Standards of Conduct and Ethics for Third Parties BMS Supplier Evaluations
System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain (BRE3 + ARE3)	BMS Human Rights Management Approach BMS Principles of Integrity , pages 13-15 BMS Workplace Policies BMS Diversity and Inclusion BMS Diversity and Inclusion Learning Programs BMS Standards of Conduct and Ethics for Third Parties BMS Supplier Evaluations
<p><i>Robust Labour Management Policies & Procedures</i></p>	
<p>Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour</p>	
Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies	BMS Principles of Integrity , page 11 BMS Standards of Conduct and Ethics for Third Parties

<p>Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners</p>	<p>BMS Principles of Integrity, page 15</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS 2020 Sustainability Goals</p>
<p>Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation</p>	<p>BMS 2017 Annual Report, page 6</p> <p>BMS Principles of Integrity, page 11</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS 2018 Global Citizenship Report, pages 24, 25, 30, 31</p>
<p>Criterion 7: The COP describes effective management systems to integrate the labour principles</p>	
<p>Risk and impact assessments in the area of labour</p>	<p>BMS Principles of Integrity, page 19-23</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p>
<p>Internal awareness-raising and training on the labour principles for management and employees</p>	<p>BMS Principles of Integrity, page 17</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS 2018 Global Citizenship Report, page 25</p>
<p>Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in agreement with the representative organization of workers</p>	<p>BMS Principles of Integrity, page 18</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS 2018 Global Citizenship Report, page 25</p> <p>BMS 2018 Proxy Statement , page 24</p>

<p>Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration</p>	
<p>Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards</p>	<p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS Supplier Evaluations</p> <p>BMS 2020 Sustainability Goals Supply Chain</p> <p>BMS 2018 Global Citizenship Report, page 25</p>
<p>Process to positively engage with the suppliers to address the challenges (i.e., partnership approach instead of corrective approach) through schemes to improve workplace practices</p>	<p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS Supplier Evaluations</p> <p>BMS 2020 Sustainability Goals Supply Chain</p> <p>BMS 2018 Global Citizenship Report, page 25</p>
<p><i>Robust Environmental Management Policies & Procedures</i></p>	
<p>Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship</p>	
<p>Reflection on the relevance of environmental stewardship for the company</p>	<p>BMS Company Mission</p> <p>BMS Environmental Stewardship</p> <p>BMS 2018 Global Citizenship Report, page 1 also pages 218-23</p> <p>BMS 2017 Annual Report, page 4</p>

Written company policy on environmental stewardship	Environmental Policy
Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners	BMS Standards of Conduct and Ethics for Third Parties , page 4
Specific commitments and goals for specified years	BMS 2020 Sustainability Goals
Criterion 10: The COP describes effective management systems to integrate the environmental principle	
Environmental risk and impact assessments	BMS 2020 Sustainability Goals BMS Environmental Stewardship BMS EHS Management System
Assessments of lifecycle impact of products, ensuring environmentally sound management policies	BMS Product Stewardship BMS 2020 Sustainability Goals BMS Environmental Stewardship BMS EHS Management System
Allocation of responsibilities and accountability within the organisation	BMS Sustainability Governance BMS EHS Management System BMS Environmental Performance
Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship	
System to track and measure performance based on standardized performance metrics	BMS EHS Management System BMS Sustainability Governance

	BMS Environmental Data Collection
Leadership review of monitoring and improvement results	BMS EHS Management System BMS Sustainability Governance BMS Environmental Data Collection
Process to deal with incidents	BMS Environmental Performance BMS EHS Management System
Audits or other steps to monitor and improve the environmental performance of companies in the supply chain	BMS Standards of Conduct and Ethics for Third Parties BMS Supplier Evaluations BMS 2020 Sustainability Goals_Supply Chain
<i>Robust Anti-Corruption Management Policies & Procedure</i>	
Criterion 12: The COP describes robust commitments, strategies or policies in the area of anti-corruption	
Publicly stated formal policy of zero-tolerance of corruption (D1)	BMS Principles of Integrity , page 13 BMS Standards of Conduct and Ethics for Third Parties
Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes(B2)	BMS Principles of Integrity , page 13 BMS Standards of Conduct and Ethics for Third Parties
Policy on anti-corruption regarding business partners (D5)	BMS Principles of Integrity , page 14 BMS Standards of Conduct and Ethics for Third Parties

Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle	
Support by the organization’s leadership for anti-corruption (B4)	BMS Position Statement on Human Rights BMS Principles of Integrity
Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees (B5 + D8)	BMS Principles of Integrity , page 14 BMS Standards of Conduct and Ethics for Third Parties BMS 2018 Global Citizenship Report , page 25
Internal checks and balances to ensure consistency with the anti-corruption commitment (B6)	BMS Principles of Integrity , page 14 BMS Standards of Conduct and Ethics for Third Parties
Actions taken to encourage business partners to implement anti-corruption commitments (D6)	BMS Standards of Conduct and Ethics for Third Parties BMS Supplier Evaluations
Management responsibility and accountability for implementation of the anti-corruption commitment or policy (D7)	BMS Principles of Integrity BMS Standards of Conduct and Ethics for Third Parties
Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice (D9)	BMS 2018 Proxy Statement , page 24 BMS 2018 Global Citizenship Report , page 25 BMS Workplace Policies
Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anticorruption	

Process to deal with incidents (D13)	BMS Principles of Integrity , page 18
<i>Taking Action in Support of Broader UN Goals and Issues</i>	
Criterion 15: The COP describes core business contributions to UN goals and issues	
Align core business strategy with one or more relevant UN goals/issues	BMS Alignment to UNSDGs BMS Partnership for the SDGs
Develop relevant products and services or design business models that contribute to UN goals/issues	BMS Partnerships to Meet the UN SDGs BMS Partnership with One Young World UN SDG 10
Adopt and modify operating procedures to maximize contribution to UN goals/issues	BMS 2018 Global Citizenship Report , page 2 BMS Partnership with One Young World UN SDG 10
Criterion 16: The COP describes strategic social investments and philanthropy	
Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy	BMS 2018 Global Citizenship Report BMS Foundation
Criterion 17: The COP describes advocacy and public policy engagement	
Publicly advocate the importance of action in relation to one or more UN goals/issues	BMS Alignment to UNSDGs BMS Partnership for the SDGs BMS Partnership with One Young World UN SDG 10 BMS 2018 Global Citizenship Report , page 2

<p>Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues</p>	<p>BMS Alignment to UNSDGs</p> <p>BMS Partnership for the SDGs</p> <p>BMS Partnerships to Meet the UN SDGs</p> <p>BMS Partnership with One Young World UN SDG 10</p>
<p>Criterion 18: The COP describes partnerships and collective action</p>	
<p>Develop and implement partnership projects with public or private organizations (UN entities, government, NGOs, or other groups) on core business, social investments and/or advocacy</p>	<p>BMS 2018 Global Citizenship Report</p> <p>BMS Foundation Key Initiatives</p> <p>BMS Foundation Focus Areas</p> <p>BMS UICC Partnership</p> <p>BMS Partnership for the SDGs</p> <p>BMS Partnerships to Meet the UN SDGs</p> <p>BMS Partnership with One Young World UN SDG 10</p>
<p>Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company’s positive impact on its value chain</p>	<p>BMS 2018 Global Citizenship Report</p> <p>BMS Foundation Key Initiatives</p> <p>BMS Foundation Focus Areas</p> <p>BMS UICC Partnership</p> <p>BMS Partnership for the SDGs</p> <p>BMS Partnerships to Meet the UN SDGs</p>

	BMS Partnership with One Young World UN SDG 10
Corporate Sustainability Governance and Leadership	
Criterion 19: The COP describes CEO commitment and leadership	
CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact	BMS UNGC CoP Statement 2017
CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards	BMS 2017 Annual Report , pages 4-6 BMS 2018 Proxy Statement , page 1 BMS 2018 Global Citizenship Report , page 1
CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation	BMS CEO Led Strategy for 2020 Goals CEO & Board Oversight for Implementation of 2020 Goals
Criterion 20: The COP describes Board adoption and oversight	
Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance	BMS Corporate Governance BMS 2018 Proxy Statement , pages 1, 269
Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability.	BMS 2018 Proxy Statement , page 19 CEO & Board Oversight for Implementation of 2020 Goals
Criterion 21: The COP describes stakeholder engagement	

<p>Publicly recognize responsibility for the company's impacts on internal and external stakeholders</p>	<p>BMS 2017 Annual Report, pages 4-6</p> <p>BMS 2018 Proxy Statement , page 1</p> <p>BMS 2018 Global Citizenship Report, page 1</p>
<p>Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance</p>	<p>BMS 2018 Proxy Statement , page 26, also pages 7, 11, 21,</p>
<p>Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistle-blowers'</p>	<p>BMS Principles of Integrity, page 18</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS 2018 Global Citizenship Report, page 25</p> <p>BMS 2018 Proxy Statement , page 24</p>