

Bristol Myers Squibb UN Global Compact Communication on Progress 2020



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 tenth 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, customers, 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 2020, 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 continued 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 2020, we [renewed our commitment](#) to support these programs, continuing our focus on advancing progress for SDG 10 targets.

This year brought new challenges and new opportunities. In November of 2019, we closed on the [acquisition of the biopharmaceutical company Celgene](#). We undertook impactful integration efforts throughout 2020, following the guiding principles to maximize value by taking a thoughtful approach to prioritizing our patients and ensuring ongoing business delivery and to focusing on our people and our culture, making workforce engagement a priority. Underpinning all of these integration principles is our core principle of the demonstration of ethics, integrity and quality.

[CEO Dr. Giovanni Caforio spoke before the U.S. House Committee on Oversight and Reform](#) at a hearing on drug pricing, where he highlighted Bristol Myers Squibb's patient access programs and efforts that help patients obtain their medicines regardless of the ability to pay. He also addressed the need for continued discussions around patient affordability. Also highlighted was the fact that BMS and Celgene have exceptionally strong records in R&D, both recognized for the highest R&D investments as a share of revenue across all industries. This year alone, we expect to invest nearly \$10 billion in R&D.

In addition, Bristol Myers Squibb is seeking to do our part to support efforts to combat COVID-19 and mitigate the pandemic's impact on patients and families. Although antiviral medicines are not our area of specialty, we are using our expertise in immunology to evaluate compounds that might have an impact on the inflammatory immune response associated with COVID-19, and we are working with the broader life sciences community to brainstorm ways that stakeholders can collaborate to accelerate the development, manufacturing, and delivery of vaccines, diagnostics, and treatments for COVID-19. In addition, we recognize that many businesses have closed and many people have lost their jobs and health insurance coverage during this pandemic. Because of this, we have expanded the eligibility of our existing patient support programs to include certain patients who are unemployed and uninsured due to the pandemic.

In response to the global COVID pandemic, Bristol Myers Squibb and the Bristol Myers Squibb Foundation, a 501(c)(3) organization, are actively and separately contributing to relief efforts around the world. Together, Bristol Myers Squibb and the Bristol Myers Squibb Foundation have contributed more than \$31 million in financial support and needed products (e.g., PPE and medical equipment) to relief efforts in 45 countries. Both the company and the Foundation are focusing on areas of highest unmet need, including providing for basic human needs, addressing medical supply shortages and supporting continued care in the most vulnerable communities.

The Bristol Myers Squibb Foundation has supported nearly 50 organizations in the U.S. and more than 150 organizations globally that care for patients and that support those on the frontlines of the COVID-19 response. In addition, it has contributed funding to support the work of more than 40 patient advocacy groups and professional societies. Also, to support research, education, and a wide range of efforts to benefit patients in need, Bristol Myers Squibb is engaging with more than 250 patient and professional organizations.

Notable examples include:

- A \$12 million grant from the Bristol Myers Squibb Foundation to [Team Rubicon's and Patient Advocate Foundation's COVID-19 Emergency Food Assistance Program](#), which provided assistance to more than 20,000 immunocompromised patients living with cancer, multiple sclerosis or rheumatoid arthritis whose ability to access or afford food and other nutritional needs is at risk due to the COVID-19 pandemic.
- A program with the U.S. Department of Veterans Affairs (VA) to deliver cutting-edge cancer care to veterans through [Teleoncology](#) hubs for which the Bristol Myers Squibb Foundation committed to provide the VA with a grant totaling \$4.5 million over three years.
- [Bristol Myers Squibb's partnership with GRYT Health to launch the COVID Advocacy Exchange](#), a [virtual platform](#) to unite patient advocacy organizations, patients, policy makers, healthcare practitioners and industry in the exchange of information.
- A \$500,000 grant supporting [Project ECHO](#) to scale healthcare provider training and deepen the effectiveness of the implementation of COVID-19 clinical care, public health, health service delivery and community outreach and engagement interventions for communities and populations most at risk from the virus. More than 600,000 healthcare and community supportive service workers have participated in ECHO COVID clinics to date.
- [20 Seconds or More/20 Segundos o Mas](#), a PSA campaign created by Hip Hop Public Health to encourage hand washing and other safety protocols among youth and communities of color, funded by the Bristol Myers Squibb Foundation and Bristol Myers Squibb employee resource groups Black Organization for Leadership Development and Organization for Latino Achievement. The campaign has earned more than 320 million impressions in earned and traditional media.

The global spread of COVID-19 is affecting each of us and the communities in which we live in different ways. This is a challenging time for everyone and many are searching for access to credible information and connection. Recognizing the urgency of the situation, including the growing gap between available resources and unmet needs, Bristol Myers Squibb and GRYT Health launched the [COVID Advocacy Exchange](#), a virtual platform to unite advocacy organizations, patients and industry in the exchange of information.

As part of our continued commitment to patients worldwide, we have been in ongoing communication with the global patient advocacy community to co-create a solution. Representative organizations across the globe and disease areas – including oncology and hematology, cardiovascular, immunology, fibrotic disease, and multiple sclerosis – have shared with us how their patients and their organizations are being impacted by the pandemic, and what resources they most need in order to continue to fulfill their missions.

This innovative, entirely virtual platform convenes advocacy groups, patients and industry to synchronize efforts, facilitate resource sharing and provide an opportunity for increased connection and collaboration, both now and over the long-term.

Events occurring early in 2020 drove highlighted conversations about the serious challenges facing the Black/African American community. Moreover, the global COVID-19 pandemic has further exposed persistent health disparities that leave under-resourced and minority communities at greater risk of poor health outcomes. Now more than ever, we recognize our role in creating the change needed to address the health disparities and racial inequality present in our rapidly changing communities. [Bristol Myers Squibb and the Bristol Myers Squibb Foundation](#) announced a combined investment of \$300 million over the next five years to accelerate health equity and diversity and inclusion efforts. We expect this investment will help diverse populations and, as an extension, improve outcomes across all populations impacted by the diseases on which we focus. We committed to 1) addressing health disparities, 2) increasing clinical trial diversity, 3) expanding our supplier diversity program, 4) expanding our U.S. Employee Giving Program to increase support for social justice organizations and 5) increasing our workforce diversity.

Our strong emphasis on diversity and inclusion for our workforce has led to participation by over 16,000 employees in 44 countries across our eight [People and Business Resource Groups](#) (PBRG). These groups represent women, African-American, Latino/Hispanic, Asian-American, Millennial, differently-abled and lesbian/gay/bisexual/transgender (LGBT) 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 defined business areas headed by a full-time lead. Achievements from our PBRG businesses range across our entire enterprise. In 2020, we expanded the PBRG across the newly integrated network and leveraged technology to drive active virtual engagements to continue our support of veterans, STEM (Science, Technology, Engineering and Math) and drive new employee engagement efforts. These include the launch of programs designed to ensure employees are valued and respected for their authentic selves, and truly feel a sense of belonging.

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. All of our [workplace policies](#) can be found on our website.

In 2020, we expanded the PBRG across the new newly integrated network and leveraged technology to drive active virtual engagements to continue our support of veterans, STEM (Science, Technology, Engineering and Math) and drive new employee engagement efforts. These include the launch of programs designed to ensure employees are valued and respected for their authentic self and truly feel a

sense of belonging. We upheld our commitments as signatories of the [We Are All Humans Foundation's Hispanic Promise](#) through a series of virtual engagements in celebration of Hispanic Heritage Month and the [20 Seconds or More/20 Segundos o Mas](#) campaign referenced above.

[BMS supports the TGNC community both internally and externally](#) in many ways, including by implementing Trans Inclusive Guidelines to help colleagues and teams navigate the transition process; including gender-affirming healthcare in our benefits offerings; actively recruiting trans and other LGBTQ individuals into our workforce; purchasing from LGBTQ-owned businesses; actively supporting the trans social justice movement including sponsorship of local and national organizations; and working with allied health organizations to combat health disparities experienced by the LGBTQ+ community. In 2020 we conducted a series of thought-provoking, engaging and inspiring virtual events under the theme Proud to Be Me in support of June Pride Month and strengthened our position through the publication of our [Statement on Recent Developments in the US Affecting the LGBTQ+ Community](#).

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 [committed to spend \\$1 billion globally by 2025](#) with Black/African American and other diverse-owned businesses to help create jobs and generate positive economic impact in diverse communities. 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 have been able to assess >900 suppliers per year, including deeper dive evaluations of 140 enterprise-wide critical suppliers.

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, we initiated a collaboration with [Truckers Against Trafficking](#) in 2019 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's Social Responsibility and Corporate Sustainability commitments, we are asking our suppliers to commit to this important initiative and in 2020, we held our first formal event in collaboration with Truckers Against Trafficking and NJ Representative Christopher Smith (R) to recognize Human Trafficking Awareness Month.

In 2020, the Bristol Myers Squibb Foundation continued its work focused on patients most at risk of suffering the impacts of serious diseases in the regions of the world that are hardest hit and least resilient. The Foundation empowers partners to build innovative systemic solutions to promote health equity and improve access, quality, and outcomes for patients. It is addressing cancer, cardiovascular disease, and immunologic disease, as well as the impacts of limited representation in clinical trials in the United States, and prevalent cancers in Africa, Brazil and China.

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. In 2020, our employees donated more than 1,000 hours to volunteer projects. 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 gifts to double their impact. In 2020, we introduced a 2-1 matching gifts program for nonprofit organizations in the U.S. and Puerto Rico that are addressing social justice issues.

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 that 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 20.7% decrease in total (absolute) GHG (2015 baseline) vs a target of 5% and a 10.8% decrease in total water use (2015 baseline) vs a target of 5%. Scope 3 emissions from business travel were reduced ~ 15%.

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 2020 have further contributed to significant savings, with a current program total of >\$12 million. Through the opportunities already implemented, we have reduced greenhouse emissions by more than 20%, energy consumption by over 13% and water consumption by nearly 11%, with a total cost savings of >20%.

Bristol Myers Squibb received an Energy Star Partner of the Year Award in 2020, giving us six consecutive years of recognition. For the third 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 our comprehensive policies and programs to manage energy use at our 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 five 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 2020, our manufacturing facility in Humacao, Puerto Rico once again received the US EPA Energy Star Challenge for Industry.

In addition, we focused on our commitment to the Department of Energy Better Plants Waste Reduction pilot program, identifying opportunities across our network for a 'green return to work'. 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 expanded our partnership with CarbonFund.org, offsetting >25% of the emissions from our 2020 global employee travel in 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. In 2020, we received the [ISPE 'Facility of the Year' award for Project Execution](#) related to the design and implementation of this state of the art facility. Our efforts to reduce waste apply across our manufacturing sites. Our Devens, MA site continues to re-route >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, described in our [Sustainability 2020 Goals Progress Report](#).

Since the inception of our Water Compass Project 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).. With >200 participants involved, we were able to document >60 model practices and identify >150 opportunities. In 2020, we designed a roadmap to expedite the implementation of prioritize opportunities as well as the review of manufacturing and R&D sites incorporated into our network through the acquisition of Celgene.

BMS is actively engaged with the European Federation of Pharmaceutical Industries and Association (EFPIA), a federation which represents the biopharmaceutical industry operating in Europe. Through its direct membership of 36 national associations, 39 leading pharmaceutical companies and a growing number of small and medium-sized enterprises (SMEs), EFPIA's mission is to create a collaborative environment that enables our members to innovate, discover, develop and deliver new therapies and vaccines for people across Europe, as well as contribute to the European economy. Nadim Ahmed, EVP and Head of Hematology for BMS, is now a member of the EFPIA board.

In addition to our internal-facing projects, we continue our collaboration 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 in 2020 are co-leading the effort to develop a private-public partnership between called the Innovative Health Initiative. This important research is supporting our planet by advancing the science around pharmaceuticals in the environment.

Even during the COVID pandemic, our Global Go Green employee-led initiative held virtual global Earth Day, Earth Hour, Energy Conservation and Recycling celebrations to continue 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. As we maintained laboratory operations during the pandemic, 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 are now participating).

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, of which Dr. Caforio, Chairman and Chief Executive Officer of Bristol Myers Squibb, served as [chairman of the board of directors](#) in 2020

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), and our [Sustainability 2020 Goal Progress report](#) with measurement of outcomes related to various performance indicators and targets. Below is a list of the 21 Criteria identified for implementation of the 10 U.N. Global Compact principles and a table that identifies the relevant content from our [website](#) and the public domain.

<i>Implementing the Ten Principles into Strategies & Operations</i>	
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 2019 Annual Report

	BMS 2020 Proxy Statement BMS Sustainability 2020 Goal Progress Report
Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts	BMS 2020 Proxy Statement
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
Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners	BMS Principles of Integrity BMS Standards of Conduct and Ethics for Third Parties BMS 2020 Sustainability Goals Supply Chain BMS Supplier Evaluations BMS 2018 Global Citizenship Report
<i>Robust Human Rights Management Policies & Procedures</i>	
Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights	
Commitment to comply with all applicable laws and respect internationally recognized human rights,	BMS Position Statement on Human Rights

<p>wherever the company operates (e.g., the Universal Declaration of Human Rights, Guiding Principles on Human Rights) (BRE1 + ARE1)</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 Sustainability 2020 Goal Progress Report</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> <p>BMS Principles of Integrity</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS Sustainability 2020 Goal Progress Report</p>
<p>Internal awareness-raising and training on human rights for management and employees</p>	<p>BMS Workplace Policies</p> <p>BMS Principles of Integrity</p> <p>BMS 2018 Global Citizenship Report</p> <p>BMS Sustainability 2020 Goal Progress Report</p> <p>BMS Diversity and Inclusion Learning Programs</p> <p>https://truckersagainsttrafficking.org/casestudy/bristol-myers-squibb/</p>

<p>Allocation of responsibilities and accountability for addressing human rights impacts</p>	<p>BMS Human Rights Management Approach</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p>
<p>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)</p>	<p>BMS 2018 Global Citizenship Report</p> <p>BMS Sustainability 2020 Goal Progress Report</p> <p>BMS Diversity and Inclusion</p> <p>BMS Workplace Policies</p> <p>BMS Diversity and Inclusion Learning Programs</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS Supplier Evaluations</p> <p>https://truckersagainsttrafficking.org/casestudy/bristol-myers-squibb/</p> <p>https://blog.powertofly.com/supporting-transgender-employees-2648893996.html?rebellitem=12#rebellitem12</p>
<p>Criterion 5: The COP describes effective monitoring and valuation mechanisms of human rights integration</p>	
<p>Any relevant policies, procedures, and activities that the company plans to undertake to fulfill this criterion, including goals, timelines, metrics, and responsible staff</p>	<p>BMS Human Rights Management Approach</p> <p>BMS Principles of Integrity</p> <p>BMS Workplace Policies</p> <p>BMS Diversity and Inclusion</p> <p>BMS Diversity and Inclusion Learning Programs</p>

	<p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS Supplier Evaluations</p> <p>https://truckersagainsttrafficking.org/casestudy/bristol-myers-squibb/</p> <p>BMS Sustainability 2020 Goal Progress Report</p>
<p>System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain (BRE3 + ARE3)</p>	<p>BMS Human Rights Management Approach</p> <p>BMS Principles of Integrity</p> <p>BMS Workplace Policies</p> <p>BMS Diversity and Inclusion</p> <p>BMS Diversity and Inclusion Learning Programs</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>https://truckersagainsttrafficking.org/casestudy/bristol-myers-squibb/</p> <p>BMS Supplier Evaluations</p>
<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>	
<p>Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies</p>	<p>BMS Principles of Integrity</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p>

<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</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS 2020 Sustainability Goals</p> <p>BMS Sustainability 2020 Goal Progress Report</p> <p>https://truckersagainstrafficking.org/casestudy/bristol-myers-squibb/</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 2019 Annual Report</p> <p>BMS Principles of Integrity</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS 2018 Global Citizenship Report</p> <p>BMS Sustainability 2020 Goal Progress Report</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</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</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS 2018 Global Citizenship Report</p>

	BMS Sustainability 2020 Goal Progress Report
<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>	BMS Principles of Integrity BMS Standards of Conduct and Ethics for Third Parties BMS 2018 Global Citizenship Report BMS 2020 Proxy Statement
<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>	BMS Standards of Conduct and Ethics for Third Parties BMS Supplier Evaluations BMS 2020 Sustainability Goals Supply Chain https://truckersagainstrafficking.org/casestudy/bristol-myers-squibb/ BMS 2018 Global Citizenship Report
<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>	BMS Standards of Conduct and Ethics for Third Parties BMS Supplier Evaluations BMS 2020 Sustainability Goals Supply Chain BMS Sustainability 2020 Goal Progress Report BMS 2018 Global Citizenship Report

Robust Environmental Management Policies & Procedures

Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship

Reflection on the relevance of environmental stewardship for the company	BMS Company Mission BMS Environmental Stewardship BMS 2018 Global Citizenship Report BMS Sustainability 2020 Goal Progress Report BMS 2019 Annual Report
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 BMS Sustainability 2020 Goal Progress Report
Specific commitments and goals for specified years	BMS 2020 Sustainability Goals BMS Sustainability 2020 Goal Progress Report

Criterion 10: The COP describes effective management systems to integrate the environmental principle

Environmental risk and impact assessments	BMS 2020 Sustainability Goals BMS Sustainability 2020 Goal Progress Report BMS Environmental Stewardship BMS EHS Management System
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<p>Assessments of lifecycle impact of products, ensuring environmentally sound management policies</p>	<p>BMS Product Stewardship</p> <p>BMS 2020 Sustainability Goals</p> <p>BMS Sustainability 2020 Goal Progress Report</p> <p>BMS Environmental Stewardship</p> <p>BMS EHS Management System</p>
<p>Allocation of responsibilities and accountability within the organisation</p>	<p>BMS Sustainability Governance</p> <p>BMS EHS Management System</p> <p>BMS Environmental Performance</p>
<p>Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship</p>	
<p>System to track and measure performance based on standardized performance metrics</p>	<p>BMS EHS Management System</p> <p>BMS Sustainability Governance</p> <p>BMS Environmental Data Collection</p>
<p>Leadership review of monitoring and improvement results</p>	<p>BMS EHS Management System</p> <p>BMS Sustainability Governance</p> <p>BMS Environmental Data Collection</p>
<p>Process to deal with incidents</p>	<p>BMS Environmental Performance</p> <p>BMS EHS Management System</p>
<p>Audits or other steps to monitor and improve the environmental performance of companies in the supply chain</p>	<p>BMS Standards of Conduct and Ethics for Third Parties</p>

	BMS Supplier Evaluations https://truckersagainsttrafficking.org/casestudy/bristol-myers-squibb/ BMS Sustainability 2020 Goal Progress Report 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 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 BMS Standards of Conduct and Ethics for Third Parties
Policy on anti-corruption regarding business partners (D5)	BMS Principles of Integrity 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	BMS Principles of Integrity

communication to and training for all employees (B5 + D8)	BMS Standards of Conduct and Ethics for Third Parties BMS 2018 Global Citizenship Report
Internal checks and balances to ensure consistency with the anti-corruption commitment (B6)	BMS Principles of Integrity 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 https://truckersagainsttrafficking.org/casestudy/bristol-myers-squibb/
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 2020 Proxy Statement BMS 2018 Global Citizenship Report 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 https://truckersagainsttrafficking.org/casestudy/bristol-myers-squibb/

Taking Action in Support of Broader UN Goals and Issues

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 BMS Sustainability 2020 Goal Progress Report
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 https://truckersagainsttrafficking.org/casestudy/bristol-myers-squibb/ BMS Sustainability 2020 Goal Progress Report https://www.unglobalcompact.org/sdgs/young-sdg-innovators/2020-mentors
Adopt and modify operating procedures to maximize contribution to UN goals/issues	BMS 2018 Global Citizenship Report BMS Partnership with One Young World UN SDG 10 https://truckersagainsttrafficking.org/casestudy/bristol-myers-squibb/ https://www.unglobalcompact.org/sdgs/young-sdg-innovators/2020-mentors BMS Sustainability 2020 Goal Progress Report
Criterion 16: The COP describes strategic social investments and philanthropy	
Pursue social investments and philanthropic contributions that tie in with the core competencies or	BMS 2018 Global Citizenship Report

<p>operating context of the company as an integrated part of its sustainability strategy</p>	<p>BMS Foundation</p> <p>https://news.bms.com/news/details/2020/Bristol-Myers-Squibb-and-the-Bristol-Myers-Squibb-Foundation-Commit-300-Million-to-Accelerate-and-Expand-Health-Equity-and-Diversity-and-Inclusion-Efforts/default.aspx</p>
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Criterion 17: The COP describes advocacy and public policy engagement

<p>Publicly advocate the importance of action 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 Partnership with One Young World UN SDG 10</p> <p>BMS Sustainability 2020 Goal Progress Report</p> <p>https://truckersagainsttrafficking.org/casestudy/bristol-myers-squibb/</p> <p>https://www.unglobalcompact.org/sdgs/young-sdg-innovators/2020-mentors</p> <p>https://www.greenbiz.com/article/why-basf-bristol-myers-squibb-and-colgate-palmolive-view-sdgs-innovation-catalyst</p>
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<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>https://truckersagainsttrafficking.org/casestudy/bristol-myers-squibb/</p>
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	<p>https://www.unglobalcompact.org/sdgs/young-sdg-innovators/2020-mentors</p> <p>https://www.greenbiz.com/article/why-basf-bristol-myers-squibb-and-colgate-palmolive-view-sdgs-innovation-catalyst</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>https://truckersagainsttrafficking.org/casestudy/bristol-myers-squibb/</p> <p>https://www.greenbiz.com/article/why-basf-bristol-myers-squibb-and-colgate-palmolive-view-sdgs-innovation-catalyst</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>

	BMS Partnership for the SDGs BMS Partnerships to Meet the UN SDGs BMS Partnership with One Young World UN SDG 10 https://truckersagainsttrafficking.org/casestudy/bristol-myers-squibb/ https://www.greenbiz.com/article/why-basf-bristol-myers-squibb-and-colgate-palmolive-view-sdgs-innovation-catalyst
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 2019
CEO promotes initiatives to enhance sustainability of the company’s sector and leads development of industry standards	BMS 2019 Annual Report BMS 2020 Proxy Statement BMS 2018 Global Citizenship Report
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	

<p>Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance</p>	<p>BMS Corporate Governance</p> <p>BMS 2020 Proxy Statement</p>
<p>Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability.</p>	<p>BMS 2020 Proxy Statement</p> <p>CEO & Board Oversight for Implementation of 2020 Goals</p>
<p>Criterion 21: The COP describes stakeholder engagement</p>	
<p>Publicly recognize responsibility for the company’s impacts on internal and external stakeholders</p>	<p>BMS 2019 Annual Report</p> <p>BMS 2020 Proxy Statement</p> <p>BMS 2018 Global Citizenship Report</p>
<p>Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance</p>	<p>BMS 2020 Proxy Statement</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</p> <p>BMS Standards of Conduct and Ethics for Third Parties</p> <p>BMS 2018 Global Citizenship Report</p> <p>BMS 2020 Proxy Statement</p>

