

Responsible Sourcing Policy

1. Purpose

BMS Design Ltd is committed to growing our business while reducing environmental impact and increasing positive social value. Responsible sourcing is central to this ambition. Our suppliers are critical partners, and we expect them to meet the same standards of integrity, sustainability, and ethical conduct that we apply to ourselves.

This policy sets out the principles, expectations, and behaviours required of all suppliers working with BMS Design Ltd.

2. Our Commitment

We conduct business with integrity, transparency, and respect for universal human rights. Our approach aligns with the UN Sustainable Development Goals and the Ten Principles of the United Nations Global Compact. We aim to improve the lives of workers, support communities, and protect the environment across our supply chain.

3. Guiding Principles

Human Rights

- Support and respect internationally recognised human rights.
- Ensure operations are not complicit in human rights abuses.

Labour Standards

- Uphold freedom of association and the right to collective bargaining.
- Prohibit forced, bonded, or compulsory labour.
- Prevent child labour in all forms.
- Eliminate discrimination in employment and occupation.

Environment

- Apply a precautionary approach to environmental challenges.
- Promote environmental responsibility and continuous improvement.
- Support the development and use of environmentally friendly technologies.

Anti-Corruption

- Actively work against corruption, extortion, and bribery in all forms.

4. Supplier Expectations

We will only work with suppliers who:

- Share our values and comply with this Responsible Sourcing Policy.
- Demonstrate alignment with the Ten Principles of the UN Global Compact.
- Operate transparently, providing accurate information when requested.
- Identify and remedy shortcomings promptly and effectively.
- Commit to continuous improvement in environmental, social, and governance (ESG) performance.

Suppliers must ensure these standards are upheld throughout their own supply chains, including subcontractors and upstream partners.

5. Sustainable Procurement

Sustainable Procurement means selecting products and services that minimise environmental impact and maximise positive social outcomes. BMS Design Ltd evaluates suppliers not only on cost and quality, but also on:

- Environmental performance
- Ethical labour practices
- Human rights compliance
- Anti-corruption controls
- Community impact
- Transparency and traceability

These criteria form part of our supplier selection, onboarding, and ongoing evaluation processes.

6. Continuous Improvement & Compliance

Suppliers are expected to:

- Maintain compliance with all applicable laws and regulations.
- Report any breaches of this policy immediately.
- Cooperate fully with audits, assessments, and improvement plans.
- Implement corrective actions where required.

Failure to meet these standards may result in suspension or termination of the business relationship.

7. Review

This policy will be reviewed periodically to ensure it remains aligned with best practice, legislation, and BMS Design Ltd's sustainability objectives.