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The core value of Tianjin B&M Science and Technology Co.,Ltd. (hereafter “B&M” or “we” or “us”) is “Integrity, Innovation, Responsibility, Learning and Passion”. B&M’s mission is “Create value for customers, and contribute to the development of li-ion battery new energy industry”.

At B&M, we have always set high standards for the way we conduct business – in areas of corporate social responsibility including compliance with all applicable laws and regulations. In turn, we expect the same commitment from our suppliers. Our goal is to work with our suppliers to ensure full compliance with these items set in this Code of Conduct, as they in turn apply them to their own suppliers who provide goods and services to them. For B&M, we will consider these items in our selection of suppliers and will actively monitor their compliance. Any violation of the Code of Conduct may damage the business relationships between suppliers and B&M, and even lead to the termination of business relationship

This Code of Conduct applies to internationally sourced goods

, and etc. It summarizes the expectation and requirement of B&M on its suppliers' behaviors and responsible behaviors including labor and human rights, health and safety, environmental protection and ethics.

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1. No child labor: the employee hired by the supplier shall meet the minimal age required by the local laws and regulations. Apprenticeship programs¹ Si y r y

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4. Wage and Benefit: supplier shall provide its employees reasonable wage and benefit according to the local and national laws and regulations, including those relating to minimum wages, overtime hours and other elements of compensation. The wages of all the employees shall not be less than the statutory minimum wage.

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5. Humane Treatment: There is to be no harsh and inhumane treatment including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers.

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6. Discrimination: Supplier shall not discriminate in hiring and employment practices on grounds of race, religion, age, nationality, sexual orientation, gender, gender identity or expression, marital status, pregnancy, political affiliation, disability and etc. Supplier shall not require its employees or applicants to undertake medical examination with discriminatory nature.

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7. Freedom of association: Supplier shall not interfere, obstruct or forbid its employees to establish or join all kinds of organizations, electing representatives, participating in collective bargaining and carrying out any legal activities.



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1. Occupational safety: Supplier shall identify, assess and eliminate safety hazards through reasonable engineering design, process control and preventive maintenance. The supplier shall provide its employee with proper personal protective equipment relevant to the work as well as relevant training and guidance.

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2. Emergency Preparedness: suppliers shall identify and assess potential emergency situations and events, and implement emergency plans and response procedures to minimize their impact, including: emergency reporting, employee notification and evacuation procedures, worker training and drills, appropriate fire detection and extinguishing equipment, adequate exit facilities and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment and property.

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3. Occupational Injury and Illness: supplier shall have procedures and systems in place to prevent, manage, track and report occupational injury and illness including provisions to: encourage worker reporting; classify and record injury and illness cases; provide necessary medical treatment; investigate cases and implement corrective actions to eliminate their causes; and facilitate return of workers to work.

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4. Living conditions: supplier shall provide workers with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the supplier or a labor agent shall be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate heat and ventilation, and reasonable personal space along with reasonable entry and exit privileges.

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5. Health and safety information communication: Supplier shall provide workers with appropriate safety training in their primary language. Health and safety related information shall be clearly posted in the facility.

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6. Safety Guarding: supplier shall evaluate its production and other machinery for safety hazards, provide physical protection devices, interlocks and barriers, where machinery presents an injury hazard, and properly maintain them.

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7. Worker exposure to chemical, biological and physical agents is to be identified, evaluated, and controlled according to the hierarchy of controls. Potential hazards are to be eliminated or controlled through proper design, engineering and administrative controls. When hazards cannot be adequately controlled by such means, workers are to be provided with and use appropriate, well-maintained, personal protective equipment. Protective programs shall include educational materials about the risks associated with these hazards.



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1. Supplier shall comply with all applicable laws and regulations regarding environment.

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2. Pollution Prevention and Resource Reduction: The use of resources and generation of waste of all types, including water and energy, are to be reduced or eliminated at the source or by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and re-using materials.

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3. Hazardous materials: Supplier shall identify and manage chemicals and other materials posing a hazard if released to the environment to ensure their safe handling, movement, storage, use, recycling or reuse and disposal.

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According to [REDACTED] requirements, supplier shall identify, monitor, control and treat the VOCs, corrosive gases, particulates, Ozone-depleting chemicals and Combustion by-products which are generated by the manufacturing process before discharging.

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7. Materials Restrictions: Suppliers are to adhere to all applicable laws, regulations and customer requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

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2. Disclosure of Information: Supplier shall disclose the information regarding its business activities, structure, financial status, labor, health and safety, and environmental practices according to applicable laws and prevailing industry practices.
3. Community Engagement: Supplier is encouraged to join the community activities to promote social and economic development.
4. Identity Protection and Non-retaliation: Supplier shall establish an anonymous complaint mechanism to ensure the confidentiality, anonymity of whistleblower is protected, and prohibit retaliation.
5. Protection of Intellectual Property: Supplier shall respect intellectual property rights and safeguard customer's information.
6. Anti-Trust and Unfair Competition: Supplier shall comply with all applicable national and international regulations of anti-trust and trade control. Partner is prohibited to have monopoly or unfair competition alone or with other partners.
7. Responsible Sourcing of Minerals: Regarding detailed requirement, please refer to the supplement of this Code of Conduct, "Supplier Standard for Responsible Mineral Sourcing" which is fully aligned Chinese Due Diligence Guidance for



Responsible Mineral Supply Chains and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

1 (CSR)

1. Management Responsibilities and Obligations: supplier shall set up a Corporate Social Responsibility (CSR) department or similar position that reports directly to executive management who has the responsibility and authority to manage social and environmental compliance requirements for the business.

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2. Risk Assessment and Management: supplier shall develop and maintain a procedure to identify the risks in labor and human rights, health and safety, environmental, business ethics, and legal compliance associated with its operations; implement appropriate procedures and controls to mitigate identified risks.

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3. Information Communication: supplier shall have processes to accurately communicate with employees, vendors and customers about the practices, policies and expectations.

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4. Corrective Action Process: Supplier shall have a process to correct any deficiencies or violations timely identified by an internal or external audit, assessment, inspection, investigation, or audit.



We expect your commitment and we hold on together to contribute to sustainability of the corporate supply chain.