



CODE OF CONDUCT

BMH Technology Group



BMH TECHNOLOGY

BMH TECHNOLOGY GROUP CODE OF CONDUCT

What is a code of conduct?

Code of Conduct is an ethical guideline which helps all employees, suppliers and partners of BMH Technology group to understand company values and to set the expectations on daily operations and behaviour. From this guideline, you should find instructions on how we behave with colleagues, customers and other interest groups. If you encounter an ethical issue, this guideline should help you or give you information on who to turn to, to find a solution to the problem.

CONTENTS

WHAT IS A CODE OF CONDUCT?	1
BMH VALUES	2
Success	2
Cooperation	2
Passion	2
STRATEGY	2
INTRODUCTION	2
BUSINESS PRINCIPLES	2
Integrity	2
Compliance with Laws	3
Openness	3
Quality	3
Relationship with Authorities and Local Communities	3
Innovation and Protection of Proprietary Information	3
Accuracy of Accounting Records	3
Competition and Fair Dealing	4
Anti-fraud	4
SOCIAL RESPONSIBILITY	4
Respect for Human and Labour Rights	4
Fair Employment Practices	4
Occupational Health and Safety	4
Sponsorship	5
Conflicts of Interest	5
Anti-corruption	5
ENVIRONMENTAL RESPONSIBILITY	5
Environment	5
Sustainability	6
IMPLEMENTATION	6
Reporting Violations	6
Sanctions	7

BMH values

The Values are the foundation of everything BMH does. They describe who we are, how we behave and what we believe in. The values guide everyone's daily behaviour.

Success

Success results from full dedication to our customers. Together with our network, we create not only local, financial and technological success, but also sustainable global development. We want our success to benefit everyone around us.

Cooperation

Co-operation is essential for our work and we want everyone to be involved, not only our personnel but also our customers, suppliers and other interest groups. Co-operation flourishes with mutual trust and appreciation.

Passion

Passion creates excellent performance. Passion spurs us to make a difference on a global scale.

Strategy

Increasing sustainable energy production is the core of BMH business. BMH designs turnkey solutions made to last and leads the way towards a carbon neutral future.

Introduction

BMH is committed to carrying out its business in a sustainable way. In order to promote the long-term interests of the company, BMH strives to maintain the highest legal and ethical standards in all its business practices. Each employee, supplier and partner is expected to act responsibly and with integrity and honesty, and to comply with this code and its underlying policies and instructions.

Business principles

Integrity

For BMH integrity means honesty and strong moral principles. Integrity is fundamental to all of our actions, statements and reporting and is an essential aspect of sustainability. We respect our promises and commitments. We are honest and fair in all our dealings.

Compliance with Laws

All business and other activities of BMH shall be carried out strictly in compliance with all applicable laws, and under the principles of good corporate citizenship in each country where such activities take place.

Openness

BMH promotes openness and transparency, as well as continuous dialogue with its stakeholders, including customers and other business partners, shareholders, personnel, suppliers, partners, authorities, local communities and the media. Competitive considerations may, however, in some cases restrict such openness and transparency.

Quality

BMH has pledged to deliver the quality it has promised. We are committed to continuous improvement of the quality and reliability of our products and services. BMH also expects a high level of quality in our internal work and in interaction with co-workers and stakeholders.

Relationship with Authorities and Local Communities

BMH maintains constructive co-operation with authorities and regulatory bodies, at both local and international levels. BMH seeks to play a role in serving the needs of the local communities whenever possible.

Innovation and Protection of Proprietary Information

BMH supports and encourages innovation by its employees in all areas of its activities.

BMH's intellectual property is one of its most valuable assets and the patents, trademarks, copyrights, trade secrets, and other proprietary information of BMH must be protected. At the same time, each BMH employee must respect the intellectual property rights of others.

Accuracy of Accounting Records

BMH accounting records must be accurate and reliable in all material respects. Unrecorded funds are prohibited. The records cannot contain any false, misleading, or artificial entries.

Competition and Fair Dealing

Competition laws aim to protect consumers and businesses against unfair business practices. Each employee, supplier and partner shall comply with those laws. Actions such as participation in cartels, abuse of a dominant position in the market, or the exchange of price or other commercial information between competitors, are prohibited. BMH employees, suppliers and partners should be sensitive to competition concerns when attending occasions where competitors, or potential competitors, can be present.

Anti-fraud

BMH does not tolerate fraudulent behaviour or activities, such as embezzlement, fraud or theft. Such violations will lead to immediate termination of employment, supply agreement or partnership agreement and are subject to criminal sanctions.

Social Responsibility

Respect for Human and Labour Rights

BMH supports and respects the protection of human rights as defined in the United Nation's (UN) Universal Declaration on Human Rights. No employee is allowed to take any action that violates these human rights principles, either directly or indirectly.

BMH supports basic labour rights as defined by the International Labour Organization (ILO). In this respect, BMH upholds the freedom of association and the effective recognition of the right to collective bargaining. In the case that these rights are restricted by local law, BMH endeavours to offer its employees alternative means to present their views. BMH does not accept any form of forced or compulsory labour, or the use of child labour.

Fair Employment Practices

BMH promotes freedom from discrimination based on race, ethnic or national origin, colour, gender, family status, sexual orientation, creed, disability, age or political beliefs, or other characteristics protected by law. BMH fosters equal opportunity, and employees are selected and treated on the basis of their abilities and merits.

BMH does not accept any form of discrimination, harassment or bullying from its employees.

Occupational Health and Safety

BMH endeavours to create hazard-free workplaces for its employees, contractors, and

others working in various locations by applying high standards of occupational health and safety. BMH strives to assure the safety of its products and solutions through its world-class product and solution development processes.

Each employee is responsible for complying with the safety instructions, for using personal protection equipment when required, and for reporting on any shortcomings regarding safety instructions or protection measures.

Sponsorship

BMH supports programs related to youth activities, science and research, culture, environmental protection and nature conservation. BMH does not make payments or donations to political parties or individual politicians.

Conflicts of Interest

BMH expects full loyalty from its employees. Employees must avoid situations where their personal interests may conflict with those of BMH. This means, for instance, that employees are not allowed to accept gifts or entertainment from a stakeholder, except for a gift or entertainment of a minor value given on an occasional basis, providing it does not create a conflict-of-interest situation.

Anti-corruption

No BMH company or any of its employees, suppliers or partners may, directly or indirectly, promise, offer, pay, solicit, or accept bribes or kickbacks of any kind, including money, benefits, services or anything of value. Such payments and favours may be considered bribery, which violates local legislation and internationally recognised principles for combating corruption and bribery.

Environmental Responsibility

Environment

BMH's target is to develop and provide its customers innovative, competitive and sustainable solutions and services with a long lifetime. BMH is committed to reducing CO₂ emissions, cutting down the use of fossil fuels and solving global waste problems. Efforts are made to achieve sustainable development by focusing on energy efficiency and minimizing emissions and waste during product lifetime. Each employee shall comply with the policies and instructions regarding environmental protection.

Sustainability

BMH is committed to providing its customers with products and services that are safe and reliable. BMH offers to customers product life-cycle support to ensure the best long-term environmental performance.

Implementation

BMH takes an active approach to the application of this code and promotes its implementation through the effective communication of its contents to its employees, suppliers and partners. BMH monitors the application of this code internally.

Suppliers and business partners are an important and integral part of the total value chain of the products and services of BMH. They are expected to conduct their businesses in compliance with the same high legal and ethical standards and business practices as BMH. BMH promotes the application of this code by monitoring the actions of its suppliers and business partners.

In the case that questions arise regarding the interpretation of, or compliance with, this code, BMH Legal Affairs should be contacted.

The application of the code will be reviewed from time to time by the Board of Management, which may decide on necessary revisions or interpretations.

Misconduct

Reporting Violations

Any BMH employee becoming aware of a potential violation of this code must contact his or her superior or BMH Legal Affairs. The president of the respective subsidiary must be informed, unless he or she is party to the alleged violation, in which case the Group Legal Counsel of BMH Corporation must be contacted. BMH will investigate all reported matters with discretion.

If an employee wishes to make an anonymous report, it is possible through the BMH Whistle blowing channel. All reports will be treated seriously, processed confidentially and according to BMH's internal policy.

BMH shall not take any adverse actions, as a result of such reporting, against any employee reporting in good faith what he or she believes to be a violation of this code.

Sanctions

Violation of this code may lead to a warning, termination of employment or other agreement and payment of damages. Additionally, certain violations of a criminal nature can lead to criminal sanctions, such as fines or imprisonment.