



BML's Supplier Code of Conduct

Bismark Maritime Ltd is committed to conducting business responsibly, ethically and in compliance with the laws of Papua New Guinea. We expect our suppliers, contractors, and partners to share these same values and uphold high standards in their operations and supply chains.

Our Expectations:

1. Compliance

Suppliers must follow all applicable laws and regulations, including those related to labour, health and safety, the environment, customs, and operations.

2. Integrity & Fair Business

BML maintains zero tolerance for bribery, corruption, or facilitation payments. All dealings must be fair, transparent, and honest. Conflicts of interest must be avoided and disclosed immediately.

3. Gifts & Benefits

Only modest and customary business courtesies are acceptable. Cash, travel, or expensive gifts must never be offered to BML employees.

4. Labour & Human Rights

Suppliers must treat workers fairly—no child or forced labour, fair pay, safe working conditions and no discrimination or harassment.

5. Health, Safety & Environment

Suppliers must maintain a safe workplace, follow PNG safety laws, and minimize environmental impact by managing waste responsibly and using sustainable practices in line with CEPA (Conservation and Environment Protection Authority requirements).

6. Confidentiality

All business and technical information shared by BML must be protected and used only for its intended purpose.

7. Community & Culture

Suppliers should respect local communities, landowners, and cultural heritage, acting with fairness and mutual respect.

8. Reporting Concerns

Suppliers are encouraged to report any unethical or improper conduct involving BML staff or partners directly to BML Management. Reports will be treated confidentially and without retaliation.

Acknowledgement:

By working with BML, suppliers agree to follow this **Supplier Code of Business Conduct** and uphold these values in all business dealings.

| Accepted by: | Approved by, |
|----------------------|---------------------|
| Name of the Company: | Name of the Person: |
| Name of the Person: | Position: |
| Position: | Signature: |
| Signature: | |
| Date: | Date: |