



## Vendor & Supplier Business Integrity Principles

BICO Drilling Tools (or “the Company”) is committed to conducting business ethically and legally throughout the world. This commitment extends to the Company’s dealings with its vendors and suppliers (collectively “Suppliers”). The Company has developed these Vendor & Supplier Business Integrity Principles (“Supplier Principles”) to clarify BICO’s global expectations of its Suppliers. These Supplier Principles are intended to complement Schoeller Bleckmann’s Code of Conduct <https://www.sbo.at/compliance> and policies and procedures referenced therein.

### Labor and Human Rights

Suppliers will uphold the human rights of workers as understood by the international community and support the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights, and the 1998 International Labor Organization Declaration on Fundamental Principles and Rights at Work. This commitment is set forth in Schoeller Bleckmann’s Code of Conduct.

- Child Labor

Suppliers will not employ workers under the age of 15.

- Forced Labor

Suppliers will not use forced or compulsory labor.

- Compensation and Working Hours

Suppliers will comply with applicable laws and regulations regarding working hours, wages, and benefits.

- Discrimination

Suppliers will not discriminate on the basis of race, religion, disability, age, sexual orientation or gender.

### Health, Safety, and Security

Suppliers will commit to creating safe working conditions and a healthy work environment for its employees. Suppliers will comply with all applicable occupational health and safety regulations and will provide a work environment that is safe and conducive to good health in order to preserve the health of employees and prevent accidents, injuries, and work related illnesses. Suppliers will perform risk analyses and assessments in these areas and implement appropriate measures to prevent or mitigate these risks.

### Quality Assurance

Suppliers should maintain the quality of the services and products they provide through constant ongoing review of all aims, outcomes, and cost-effectiveness of every activity.

### Anti-Corruption



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Suppliers will comply with all applicable anti-bribery laws and regulations. In particular, Suppliers will compete fairly for the Company's business, without paying bribes, kickbacks, or anything of value to secure an improper advantage.

### **Trade Compliance**

Suppliers should understand and will follow all applicable international trade control laws and regulations, including those relating to economic sanctions, customs requirements and export controls. Suppliers should comply with applicable laws prohibiting cooperation with boycotts or restrictive trade practices imposed by laws of certain countries.

### **Fair Competition**

Suppliers will act in accordance with all applicable antitrust and competition laws and will not participate in price fixing, market or customer allocation, market sharing or bid rigging with competitors.

### **Intellectual Property**

Suppliers will protect the Company's intellectual property in ways consistent with the law and will respect the intellectual property rights of others.

### **Environment**

Suppliers will act in accordance with all applicable laws, regulations and standards regarding environmental protection. Suppliers will minimize environmental pollution and implement an effective system to identify and limit potential hazards to the environment.

### **Conflicts of Interest**

Suppliers will not employ or otherwise make payments to any BICO employee during the course of any transaction with the Company. Friendships outside of the normal course of business are inevitable and acceptable, but Suppliers should take care that any personal relationship is not used to influence the BICO employee's business judgment. If a Supplier employee is a family relation (spouse, parent, sibling, grandparent, child, grandchild, mother- or father-in-law, or same or opposite sex domestic partner) to an BICO employee, or has any other relationship with an BICO employee that might represent a conflict of interest, the Supplier should disclose this fact to BICO's President and VP Supply Chain & Assets or ensure that the BICO employee does so.

### **Reporting Potential Misconduct**

Suppliers who believe that a BICO employee, or anyone acting on behalf of the Company, has engaged in illegal or otherwise improper conduct, should report the matter to the Company.



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Suppliers can contact the employee's supervisor or BICO's President or go to the Company's Ethics Hotline at <https://www.sbo.at/whistleblowing> to file a report online. BICO's relationship with Suppliers will not be affected by a good faith report of potential misconduct.

Compliance with these Supplier Principles may be audited.