



Environmental, Social and  
Governance Policy



## 1 Introduction

BMC's environmental, social, and governance policy is rooted in our mission to operate responsibly and sustainably in a way that respects, protects, and fulfills human rights and fundamental freedoms. This policy sets forth standards for business conduct and human rights and enables BMC to identify its environmental and social impacts, mitigate potential risks, and advance human rights in a way that is transparent with our stakeholders. Our commitment includes maintaining ISO 14001 Environmental Management, ISO 50001 Energy Management, and ISO 45001 Health and Safety certifications, as well as annual disclosures to the Carbon Disclosure Project (CDP), EcoVadis, achieving our approved Science Based Target (SBTi) goals, and adherence to the Corporate Sustainability Reporting Directive (CSRD).

## 2 Scope and Compliance

This policy is applicable to all officers, directors, employees, suppliers, and affiliates of BMC Software. Failure to comply with the policy, including not reporting actual or suspected violations of which you are aware, may result in disciplinary action, including but not limited to termination of employment.

Employees are required to comply with this policy as described in the **Overview of Corporate Policies**.

## 3 Definitions

- A. **Corporate Citizenship** – Priorities that increasingly inform the ways in which we serve the communities where we live and work.
- B. **Diversity Supplier** – Refers to a minority, LGBTQ+, woman, disabled or veteran-owned supplier.
- C. **Environment** – Surroundings in which an organization operates, including air, water, land, natural resources, flora, fauna, humans, and their interrelation. The Environment in this context extends from within an organization to the global system in which it operates.
- D. **Environmental Impact** – Any change to the Environment, whether adverse or beneficial, wholly or partially, resulting from an organization's environmental aspects.
- E. **Environmental Management Systems** – Requirements with Guidance for use: International Standard ISO-14001.
- F. **Environmental Performance** – Measurable results of an organization's management of its environmental aspects. Results can be measured against this Policy, environmental objectives and/or environmental targets.
- G. **Environmental Target** – Detailed performance requirement, applicable to the organization or part thereof, that arises from the approved Science Based Targets (SBTi) that are set and met in order to achieve those objectives.
- H. **Energy Management** – Requirements with Guidance for use: International Standard ISO-50001
- I. **Health and Safety Management** – Requirements with Guidance for use: International Standard ISO-45001.

- J. **Harassment** – can be any inappropriate statements, activity, and/or objects made or transmitted in any fashion relating to protected categories. Protected categories include race, color, age, national origin, physical or mental disability, history of disability, ancestry, citizenship status, political affiliation, religion, gender, gender identity, gender expression, marital status, pregnancy, status as a parent, sexual orientation, veteran status, genetic information or other basis of identity.
- K. **Supplier Risk Governance Council (SRGC)** – serves as a check and balance between the relationship of our suppliers with BMC.

#### 4 Policy Statement

BMC strives to build sustainable and equitable communities through impactful and exemplary environmental, social, and governance (ESG) performance. These ESG factors inform the ways we serve the communities in which we work and live. Our adherence to the Corporate Sustainability Reporting Directive (CSRD) ensures that we provide comprehensive and transparent reporting on our sustainability efforts, aligning with global standards.

#### 5 Commitments

- 5.1 **Understand and Address Materiality Issues:** Conduct materiality assessments to identify and prioritize the most significant ESG issues that impact our business and stakeholders. Develop and implement strategies to mitigate associated risks and leverage opportunities.
- 5.2 **Regularly review and revise internal policies** in accordance with evolving social and regional standards. This includes, but is not limited to, [Corporate Citizenship Policy](#), [Environmental, Health and Safety Policy](#), [Human Rights Policy](#), [Advertising Ethics Policy](#), and [Code of Conduct](#).
- 5.3 **Value diversity and equal opportunity.** The BMC approach to diversity is defined by inclusiveness, respect, and fostering a culture that allows each individual to contribute to his or her fullest potential. As set forth in the [Equal Employment Opportunity Policy](#) and the [Non-Harassment Policy](#), BMC does not tolerate any form of harassment, discrimination, or retaliation.
- 5.4 **Employees should report identified incidents with an environmental impact, including near-misses.**
- 5.5 **Manage our Environmental Impact.** Our approach is centered on our ISO14001 Environmental Management System and maintaining our ISO14001:2015 accreditation.
- 5.6 **Regular workforce training:** Continually evolving a combination of mandatory and optional diversity, equity, and inclusion-related programming centered around skill-building and education for employees and managers.
- 5.7 **Monitor the annual Environmental Targets** and report on the company's progress at formal meetings with the Real Estate Manager responsible for environmental management.
- 5.8 **Manage and mitigate risks in our supply chain** to determine, develop, and maintain the optimal relationship with our suppliers. Our Supplier Risk Governance Council (SRGC) performs a risk assessment of each supplier based on the nature of the goods or services provided.
- 5.9 **Marketing communications should not contain any statement that could have the effect of harming any persons, groups, or organizations.**

- 5.10 **Protect whistleblowers.** As outlined in [BMC's Whistleblower Policy](#) harassment, asks questions or raises concerns. All allegations of wrongdoing are taken seriously and investigated appropriately., asks questions or raise concerns. All allegations of wrongdoing are taken seriously and investigated appropriately.
- 5.11 **Report transparently** on corporate support of and performance on human rights.
- 5.12 **Be a responsible corporate citizen.** BMC prohibits the use of child labor, physical punishment, or forced or compulsory labor, as well as any other forms of human abuse including human trafficking.
- 5.13 **Ensure a safe workplace.** A workplace free of violence, weapons, and other disruptive behavior enabling all employees to concentrate fully on business Address corporal punishment and disciplinary practices to maintain a secure and focused work environment.
- 5.14 **Promote supplier diversity.** BMC's commitment to diversity extends to those with whom we do business, which is why we strategically align ourselves with businesses, as well as businesses owned by Diversity Suppliers.
- 5.15 Work toward **servicing and advancing equity** in global communities through the support of social programs.

## 6 Roles and Responsibilities

- A. The **Director of Real Estate and Facilities** is responsible for establishing and maintaining an effective Environmental Management System and Policy which complies with the ISO 14001 standard, ISO 50001 Energy Management standard, and ISO 45001 Health and Safety standard.
- B. **BMC Corporate Social Responsibility Team** is responsible for (a) collaborating cross-functionally to establish a culture that promotes sustainability across the organization, (b) sourcing and implementing relevant programming and resources for BMC employees, (c) reporting regularly on relevant environmental efforts.
- C. **BMC Global Procurement**, in collaboration with employees, is responsible for sponsoring or managing the project or duties of third-party vendors and must: (a) ensure that the employer/vendor is aware of these policy requirements, (b) confirm that appropriate language is included in contractual agreements addressing these requirements.
- D. **Managers and Employees** are to cooperate with BMC officials to ensure business continuity in alignment with the terms and conditions listed within this and all BMC policies.

## 7 Related Information

- [Code of Conduct](#)
- [Environmental, Health and Safety Policy](#)
- [Data Protection Binding Corporate Rules \(GDPR\)](#)
- [Employee Personal Data Privacy Policy](#)
- [Equal Employment Opportunity Policy](#)
- [Non-Harassment Policy](#)
- **Violence Free Workplace Policy**
- [Whistleblower Policy](#)

## 8 Document Information

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