

# BTG Human Rights Statement

October 2015



BTG takes its responsibility to protect human rights very seriously. Summarized below are the activities we undertake on an ongoing basis:

- BTG expects employees to treat each other with respect and dignity. We provide a safe work environment and maintain a culture of respect and equal opportunity. We abide by all employment-related laws and regulations of the countries in which we do business. BTG employees are held accountable for adhering to the values and standards set forth in the BTG Code of Conduct and for raising questions if uncertain as to whether or not the standards are being met. Violations of the Code may result in a variety of corrective actions, including disciplinary action and termination of employment.
- BTG has committed to respect the United Nations Universal Declaration of Human Rights and its subsequent changes.
- BTG purchases goods and services for its manufactured products from hundreds of suppliers from around the world. We employ internal standards and controls to assure the safety of our products, ethical business standards, environmental protection, and continuity of supply, regardless of where the product or service is sourced.
  - BTG's standard terms and conditions require business partners to ensure that all work conducted for or provided to BTG is undertaken in accordance with all applicable laws, regulations, governmental requirements and industry guidelines.
  - As part of an initial screen when selecting new business partners, BTG invites suppliers to complete an assessment verifying their ethical practices. This assessment includes an assurance of compliance with international standards for human rights, including the effective elimination of all forms of forced and compulsory labour from companies in its supply chain network. The results of the assessment are used by BTG to help identify slavery-related human rights concerns, and to inform the business partner selection process.
  - Suppliers of goods and services critical to our supply chain are audited by our Quality Assurance function. For key suppliers we obtain certifications and third-party verification to identify and eradicate slavery or human trafficking, were it to exist in our direct supply chain.
  - BTG provides appropriate information, instruction and training to its employees directly involved with the selection of new suppliers and ongoing management of existing suppliers relating to product manufacturing.
- Additional details on the structure of our business and supply chain can be found in our [annual report](#).
- This document summarizes our activities to ensure slavery and human trafficking is not taking place in our business or our supply chain. We believe this statement aligns with the requirements of the US California Transparency in Supply Chains Act which came into effect at the beginning of 2012, and the UK Modern Slavery Act which came into effect on 1 October 2015.

*Louise Makin*

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Louise Makin  
Chief Executive Officer