



## Human Rights Policy



## 1 Introduction

BMC Software's Human Rights Policy is anchored in our core mission to uphold and champion human rights and freedoms. We are dedicated to adhering to and promoting human rights consistent with global norms as a member of the UN Global Compact and outlined by the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the principles set by the International Labour Organization. This policy demonstrates our commitment to embedding human rights considerations into every aspect of our operations, including our business practices, decision-making frameworks, and throughout our supply chain. It establishes clear guidelines for conduct and human rights, empowering BMC to pinpoint and address our impacts on human rights, reduce potential risks, and promote human rights in a transparent manner that engages our stakeholders. Human rights, as we define them, encompass the essential freedoms and standards of treatment that are acknowledged by most governments, businesses, and individuals worldwide.

The prosperity of BMC's business is intricately linked to our capacity to foster trusted relationships with our colleagues, customers, suppliers, governments, and community partners. We are proactively involved in charitable initiatives, humanitarian endeavors, and sustainable projects that enhance digital literacy, foster digital solutions, and promote technological fairness, aligning our efforts with the United Nations' Sustainable Development Goals.

## 2 Scope and Compliance

This policy is applicable to all officers, directors, employees, 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.

This policy applies to all BMC employees. Employees are required to comply with this policy as described in the [Overview of Corporate Policies](#).

## 3 Definitions

- A. **American Convention on Human Rights:** An international human rights instrument adopted by many countries in the Western Hemisphere.
- B. **Charter of Fundamental Rights of the European Union:** A charter that enshrines certain political, social, and economic rights for European Union citizens and residents into EU law.
- C. **Convention on the Elimination of All Forms of Discrimination Against Women:** An international human rights treaty that specifically addresses the rights of women. It calls on States Parties to take measures to eliminate discrimination against women in all areas of life, including political participation, employment, education, healthcare, and family structure.
- D. **Convention on the Rights of Persons with Disabilities:** An international human rights treaty of the United Nations intended to protect the rights and dignity of persons with disabilities.
- E. **Convention on the Rights of the Child:** An international human rights treaty which sets out the civil, political, economic, social, health and cultural rights of children.

- F. **Corporate Social Responsibilities:** Priorities that increasingly inform the ways in which we serve the communities where we live and work.
- G. **Eight Core International Labor Organization Conventions:** Eight conventions by the International Labor Organization that are considered to be fundamental principles and rights at work: freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.
- H. **International Convention on the Elimination of All Forms of Racial Discrimination:** A United Nations convention that commits its members to the elimination of racial discrimination and the promotion of understanding among all races.
- I. **International Labor Organization:** A United Nations agency whose mandate is to advance social and economic justice through setting international labour standards.
- J. **United Nations:** An intergovernmental organization that aims to maintain international peace and security, and be a centre for harmonizing the actions of nations.
- K. **United Nations' Guiding Principles:** A set of guidelines for States and companies to prevent, address and remedy human rights abuses committed in business operations.
- L. **United Nations' Sustainable Development Goals (SDGs):** A collection of 17 interlinked global goals designed to be a blueprint to achieve a better and more sustainable future for all. The SDGs were set up in 2015 by the United Nations General Assembly and are intended to be achieved by the year 2030.
- M. **Universal Declaration of Human Rights:** An international document adopted by the United Nations General Assembly that enshrines the rights and freedoms of all human beings.
- N. **UN Global Compact:** a voluntary initiative that encourages companies and businesses worldwide to adopt sustainable and socially responsible policies, and to report on their implementation of ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption.

#### 4 Policy Statement

BMC proudly shares the United Nation's vision of improving lives through the promotion of social progress and sustainable development. In the interest of advancing this mutual goal of an inclusive and equitable future, we strategically leverage BMC employees and a wide range of partnerships and initiatives in correspondence with the [United Nations' Sustainable Development Goals](#) and the [United Nations' Guiding Principles](#). These goals and principles have long been aligned with our Corporate Social Responsibility

To further advance our commitments, we utilize additional international human rights instruments, including the [International Convention on the Elimination of All Forms of Racial Discrimination](#), the [Convention on the Rights of the Child](#), the [Convention on the Rights of Persons with Disabilities](#), the [Convention on the](#)

[Elimination of All Forms of Discrimination Against Women](#), the [Charter of Fundamental Rights of the European Union](#), and the [American Convention on Human Rights](#).

## 5 Commitments

Adopt a governance structure consistent with the [United Nations Guiding Principles](#) as well as the [Universal Declaration of Human Rights](#) and [Eight Core International Labor Organization Conventions](#) (i.e., the Freedom of Association and Protection of the Rights to Organize Convention, 1948, the Right to Organize and Collective Bargaining Convention, 1949, the Forced Labor Convention, 1930, the Abolition of Forced Labor Convention, 1957, the Minimum Age Convention, 1973, the Worse Forms of Child Labor Convention, 1999, the Equal Remuneration Convention, 1951, and the Discrimination (Employment and Occupation) Convention, 1958).

- 5.1 **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 Policy and the Non-Harassment Policy, BMC does not tolerate any form of harassment, discrimination, or retaliation.
- 5.2 **Report transparently** on corporate support of and performance on human rights.
- 5.3 **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.
- 5.4 **Safeguard intellectual property and confidential information assets** in accordance with BMC information security policies, standards, and procedures.
- 5.5 **Ensure a safe workplace.** A workplace free of violence, weapons, and other disruptive behavior keeps all employees safe and able to concentrate fully on business.
- 5.6 **Promote supplier diversity.** BMC's commitment to diversity extends to those with whom we do business, which is why we strategically align ourselves with small businesses, as well as businesses owned by veterans and service-disabled veterans, women, and minorities.
- 5.7 **Support fair labor.** BMC supports the freedom of association and the right of our employees to be a member of a trade union or workers' council.
- 5.8 **Manage our Environmental Impact.** Our approach is centered on our ISO14001 environmental management system and maintaining our ISO14001:2015 accreditation.
- 5.9 **Work toward serving and advancing equity** in global communities through the support of social programs.

## 6 Document Information

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