



Quality, Health, Safety, Security and Environment (QHSSE) Policy Statement

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1. Excellence and Compliance:

BMT is committed to upholding the highest standards of quality, health, safety, environmental protection, and social responsibility through its Integrated Management System (IMS), guided by its shareholder’s requirements, internationally recognized frameworks including ISO 9001 Quality, ISO 14001 Environmental, ISO 45001 Occupational Health & Safety, and ISO 26000 Social Responsibility , as well as the IFC Performance Standards, World Bank Group EHS Guidelines. BMT is also committed to ensuring strict compliance with all applicable laws, regulations, and global best practices supported by relevant resource allocation, targeted training, and clear operational directives. BMT’s Management maintains an active role in enhancing the culture of accountability, consultation, and workforce participation to drive continual improvement by embedding these principles into every level of our operations to exceed industry benchmarks, ensuring sustainable development, operational resilience, and long-term value for all stakeholders.

2. Values and Ethical Conduct

BMT is committed to upholding human and employee rights, fair employment practices , non-discrimination and inclusion, protection of vulnerable groups, prevention of child labour, while enhancing employee growth at all times aligned with its core values of Code of Conduct. BMT maintains a strict zero-tolerance approach toward harassment, sexual harassment, bullying, mobbing, discrimination, and all forms of Gender-Based Violence and Harassment (GBVH), including Sexual Exploitation and Abuse (SEA). BMT is committed to promoting dignity, respect, and equality across its workforce, contractors, and supply chain, ensuring a safe and respectful working environment free from any form of abuse, misconduct, or retaliation. BMT is also committed to prohibition of bribery, corruption, and money laundering, conflict of interest, and unethical competitive practices, protection of whistleblower to ensure full compliance with its values as well as all applicable laws and regulations.

3. Employee Development:

BMT is committed to enhance its culture of continuous learning and professional growth by investing in its employees. BMT is committed to delivering comprehensive training programs, mentorship initiatives, and skill-building opportunities to empower employees at all levels.

4. Customer Satisfaction and Quality Assurance

BMT is committed to delivering high quality, safe, and sustainable services that meet or exceed customer expectations while complying with contractual, regulatory and industry standards. BMT is also committed to safeguarding customer physical, intellectual and proprietary assets while implementing transparent processes for handling customer feedback, complaints, and service improvements.

5. Health, Safety and Wellbeing:

BMT is committed to upholding the health, safety, and well-being of all employees, contractors, visitors, and surrounding communities as its highest priority. BMT is also committed to maintaining a zero-harm culture through proactive risk management, compliance with legal requirements, and continuous improvement of safe work practices. Every individual at BMT is accountable for preventing injury and ill health-protecting themselves, colleagues, and affected parties.

6. Environmental Responsibility

BMT is committed to minimizing its direct or indirect negative impacts while enhancing positive contributions to the environment. BMT is committed to operating in a manner that prevents pollution, promotes sustainable resource use, managing its footprint through measures including emissions reduction, water/energy efficiency, waste minimization, and biodiversity protection across its operations.

7. Climate Change Adaptation

BMT is committed to addressing climate change risks and opportunities across its operations by integrating the climate adaptation measures into business planning, prioritizing energy efficiency, low-carbon solutions, aligned with international best practices targeting reduction of emissions, assessment of physical and climate transition risks, and investment of more sustainable technologies.

8. Supply Chain Responsibility and Ethical Sourcing

BMT is committed to responsible supply chain management across its sphere of influence by enforcing supplier due diligence to prevent forced and child labour, and human rights abuses, while promoting ethical sourcing aligned with international best practices. BMT is also committed to engaging local businesses and communities to enhance inclusive economic growth to ensure BMT’s supply chain reflects its values of integrity and sustainability.

9. Stakeholder Engagement and Community

BMT is committed to meaningful engagement with stakeholders, including employees, customers, regulators, local communities, and vulnerable groups, through transparent consultations, grievance mechanisms that are transparent, free, accessible, confidential and effective as necessary. BMT is committed to ensuring safe, confidential, and survivor-centered channels for reporting sensitive cases, including harassment, discrimination, GBVH, SEA, and mobbing. BMT guarantees that no employee, contractor, or community member will face retaliation for raising grievances in good faith, and commits to timely, fair, and respectful handling of all complaints .BMT is also committed to understanding their perspectives and expectations, support community initiatives, and proactively address concerns arising from our operations by fair and transparent measures and communications.

10. Data & Intellectual Property Protection

BMT is committed to safeguarding data privacy, confidentiality, and intellectual property in compliance with applicable laws, standards, and international best practices such as GDPR. BMT is committed to ensuring secure handling, storage, and disposal of data while respecting third-party intellectual property rights. BMT is committed to prevent unauthorized access, breaches, or misuse.

11. Accountability & Monitoring of Compliance

BMT is committed to ensuring oversight of its QHSSE commitments through systematic monitoring, transparent reporting, and strict accountability. The accountability extends to its employees, business partners, contractors and the supply chain. BMT management is committed to conducting regular performance reviews, facilitating independent audits to verify compliance with BMT’s commitments. BMT is committed to disclosing the outcomes of these reviews in a transparent manner that drives the continual improvement and stakeholder trust.

Mohammad Damerji
Chief Executive Officer