

Responsible Sourcing Toolkit

2026





“Through our ESG strategy and 2030+ goals, BD is committed to driving positive collective outcomes and a healthy, resilient world for all, while partnering with suppliers to help advance their own sustainability goals. This ensures that together, we are demonstrating effective environmental stewardship, adequate social practices, effective ESG risk and governance and ultimately creates a supply chain more adaptable to disruption and better equipped to fulfill the evolving needs of our customers and patient communities.”

— Tom Polen, Chairman, CEO and President



“At BD, integrity, respect, and accountability are at the heart of how we operate and partner with others. These principles guide our commitment to sustainable and responsible business practices across our entire supply chain.

Responsible sourcing is more than a process—it reflects our dedication to reducing environmental and social impacts while promoting ethical, sustainable, and socially conscious practices in procurement. This approach ensures that we uphold the highest standards of conduct, not only within BD but also across our network of suppliers.

This toolkit is designed to help suppliers assess their practices against BD’s expectations (laid out in the [BD Expectations for Suppliers](#)), implement continuous improvement initiatives, and work towards best practice standards in a variety of topics.

BD is committed to transparency and collaboration. We aim to support suppliers on this journey through resources such as this one, trainings, and 1 on 1 guidance. We provide updates on our responsible sourcing program progress in our annual [Sustainability Report](#).

Thank you for your partnership and dedication to doing business the right way”

Sajid Kunnummal, SVP & Chief Procurement Officer



How to use this toolkit

This toolkit is meant to provide **initial information on key topics** related to our efforts to support various sustainability initiatives, rather than being an exhaustive how-to guide.

It is broken down by topic with **links to resources** that provide more information. Suppliers should **feel free to jump to the section** they are interested in.

This **document is interactive** – click the sections in the table of contents to jump to that section or click the arrow at the bottom of each slide to return to the table of contents.

Any questions should be directed to the BD Responsible Sourcing Team at BDResponsibleSourcing@bd.com



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Introduction

What is sustainability and how does BD apply it?

Why does sustainability matter?

What is responsible sourcing and what does it look like at BD?

Tools to engage suppliers and understand their efforts around sustainability

BD Expectations for Suppliers

What is Sustainability?

Sustainability is about creating durable, long-term value- balancing environmental stewardship, social responsibility, and strong governance to meet today's business needs while protecting the ability to compete and grow in the future.

Environmental

Relates to actions that effect the **environmental impact** of an entity

Social

Focuses on an entities' impacts on **society**

Governance

Targets **internal and external controls** used to regulate entity activities

Sustainability in BD Procurement

Within procurement at BD, sustainability is operationalized through the Responsible Sourcing program, across three tightly connected dimensions that guide how we select, manage, and partner with suppliers.

- Work with suppliers to understand **supplier emissions** and their **reduction strategies**
- Identify suppliers with **best practices** and partner with them to **implement change**
- **Reduce** overall GHG emissions and carbon footprint of BD products, in line with science-based targets
- Conduct **human rights and environment due diligence** to identify risks within our supply chain
- **Assist suppliers** in assessing their human rights and environment practices and implementing changes if necessary
- Implementation of **supplier inclusion** programs
- **Align** with international standards that govern organizations
- **Collaboration** and leadership to reach goals
- Ensure suppliers have the **guidance and support** to implement proper controls

Why does sustainability matter?

Your Employees Care



76% of millennials consider a company's social and environmental commitments when deciding where to work¹



Nearly **90%** of employees feel their work is enhanced when engaged in their company's sustainability work²

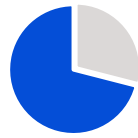


51% of US employees won't take a job from a company that doesn't have strong corporate social responsibility practices¹

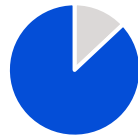
Your Customers Care



1 in 3 consumers stopped buying specific brands due to sustainability and ethical concerns⁴



Searches for sustainable goods increased by **71%** since 2016³

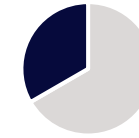


87% of people believe that companies exist not only for profit, but above all for creating value in society and the environment⁵

It might be required



Significant expansion of business focused human rights related regulations around the world in the last ten years



Growing trend of countries considering environmentally related compliance requirements

Responsible Sourcing at BD

Our Responsible Sourcing program was created to **support suppliers with sustainability efforts**. Components of the program include those listed below and are explored deeper throughout this toolkit.



Tools to engage and understand supplier efforts around sustainability

BD uses various **tools** and **third-party engagement** to better understand our supplier efforts to **reduce risk** and **implement sustainability** across their business and in their own supply chains. These tools include (but are not limited to):



Human Rights and Environment Due Diligence

- EcoVadis OR Integrity Next – desktop assessments
- Bureau Veritas- on-site audits
- PSCI- on-site and virtual audits



Supplier Emissions

- EcoVadis OR Integrity Next– supplier emissions data gathering
- CDP – carbon disclosures and rating
- SBTi – verification of science-based targets



Supplier Inclusion

- Viva (formerly Gainfront) – Supplier Inclusion Portal, business size and inclusion ownership classification and/or certification, economic impact reporting, and self-certification



Environmental Stewardship

SustainHub Package:

- iPCMP – Conflict Minerals
- iPCA – MoC & packaging



Supplier Resiliency Program

- Everstream – incident management tool
- Rapid Ratings – financial risk rating tool
- BitSight – Cyber risk rating & monitoring tool

BD Expectations for Suppliers

Policies and Training



BD Expectations for Suppliers
2025



The **BD Expectations for Suppliers** document sets the foundation for how BD works with suppliers and how they can **support our goals**. While our Responsible Sourcing program seeks to help suppliers move towards greater sustainability goals, this document is our backstop, highlighting **minimum standards our suppliers must meet**.

The document is available in several languages at bd.com and is updated regularly.

Suppliers are asked to read and **confirm** that they **comply** via online link: [CLICK HERE](#)

Topics Include:

- Social Responsibility
- Environmental Stewardship
- Ethical Practices
- Quality
- Governance (including Risk Mgmt & Information Security)
- Reporting Noncompliance
- Resources



Programs Overview

Human Rights and Environment Due Diliigence

Supoplier Emissions

Supplier Inclusion

Enviromental Stewardship

Supplier Resiliency Program

Human Rights and Environment Due Diligence

The process of **identifying, understanding, mitigating** and, if necessary, **remediating human rights and environment risk** as it relates to our suppliers and our supply chain

Human Rights and Environment Principles

Compliance Obligations

Human Rights and Environment Due Diligence for suppliers

Supplier's Role

Desktop Assessment

Scoring

On- site Audit

Reporting

Resources

BD human rights and environment principles

To meet our human rights and environment responsibilities, BD makes the following commitments in all our operations:

We provide a safe and healthy workplace for our associates

We do not use child labor

We do not use forced, prison, indentured, bonded or involuntary labor

We promote environmentally sound practices and protect the health, safety and security of our associates, customers and partners and of the communities where we live and work.

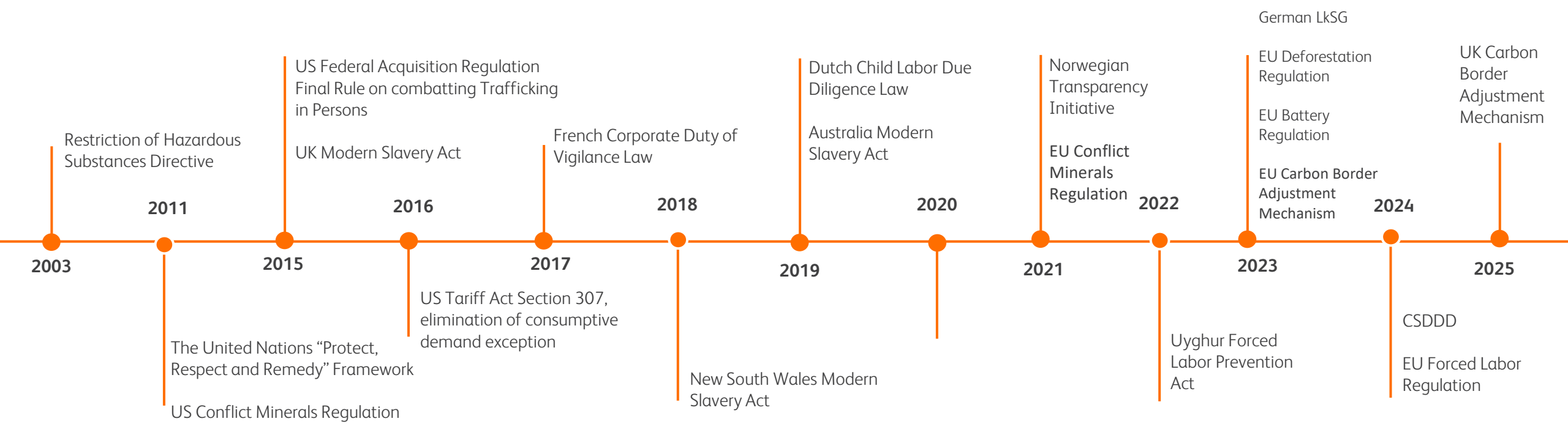
We prohibit physical abuse and harassment of associates, as well as the threat of either

We support the freedom of association and the rights of workers and employers to bargain collectively

We do not use forced, prison, indentured, bonded or involuntary labor

We reduce the environmental impact of our portfolio and address the sustainability needs of our customers

Human Rights and Environment Due Diligence compliance obligations*



*not an exhaustive list of all compliance requirements

BD **reports** and/or **complies** with laws, as applicable.

Understanding what human rights and environment due diligence looks like in your supply chain helps to **avoid supply disruptions, mitigate risk, and establish traceability**. Certain proposed laws may require confirmation that “significant partners” (including key suppliers) are also addressing **human rights and environment due diligence** in their own supply chains. To **learn more** about varying regulations → [CLICK HERE](#)

Human Rights and Environment Due Diligence for suppliers

Suppliers can implement a number of **actions prevent human rights violations and environmental harm** in their own operations and in their supply chains. These are a few **examples** of such actions:



The supplier's role in BD's Human Rights and Environment Due Diligence

Policies and training

- The BD Expectations for Suppliers and linked policies (BD Code of Conduct, Human Rights Policy) codify the **minimum** standard for suppliers
- We ask suppliers to read and [confirm compliance](#) with our Expectations for Suppliers document

Supplier risk

- BD uses 3rd party tool to understand which suppliers represent the greatest risk for negative human rights and environment impact. These suppliers are prioritized, alongside our core suppliers, for deeper assessment using our desktop assessment procedure

Desktop assessment

- Desktop assessment identify which suppliers have appropriate practices in place to prevent negative human rights and environment impacts. Those suppliers who do not complete assessments or who score below the BD minimum threshold are assigned preventive actions and may be escalated for formal audits
- More information on the tools we use for desktop assessments can be found in subsequent slides

On- site audit

- On- site audits may be conducted as **deemed necessary** by desktop assessment, third party reporting, and other factors. This process is governed by an **internal committee** comprised of cross functional **BD leadership**.

Desktop assessment overview

What do we expect from our Suppliers?



Register

BD is constantly reviewing risk and prioritizing suppliers to assessment and may reach out to you to **register** and **complete** a questionnaire. Alternatively, if you wish to **proactively participate** (or have already completed an assessment that you'd like to share), please [REGISTER HERE](#)



Complete

The questionnaire covers key topic areas and asks for documentation to **demonstrate compliance**. The documentation provided is kept **confidential*** within the tool and will increase your final score



Score

Your responses are reviewed by the **third-party tool** (and kept confidential where indicated), who will provide **unbiased assessment results** (via an exportable scorecard on their website)

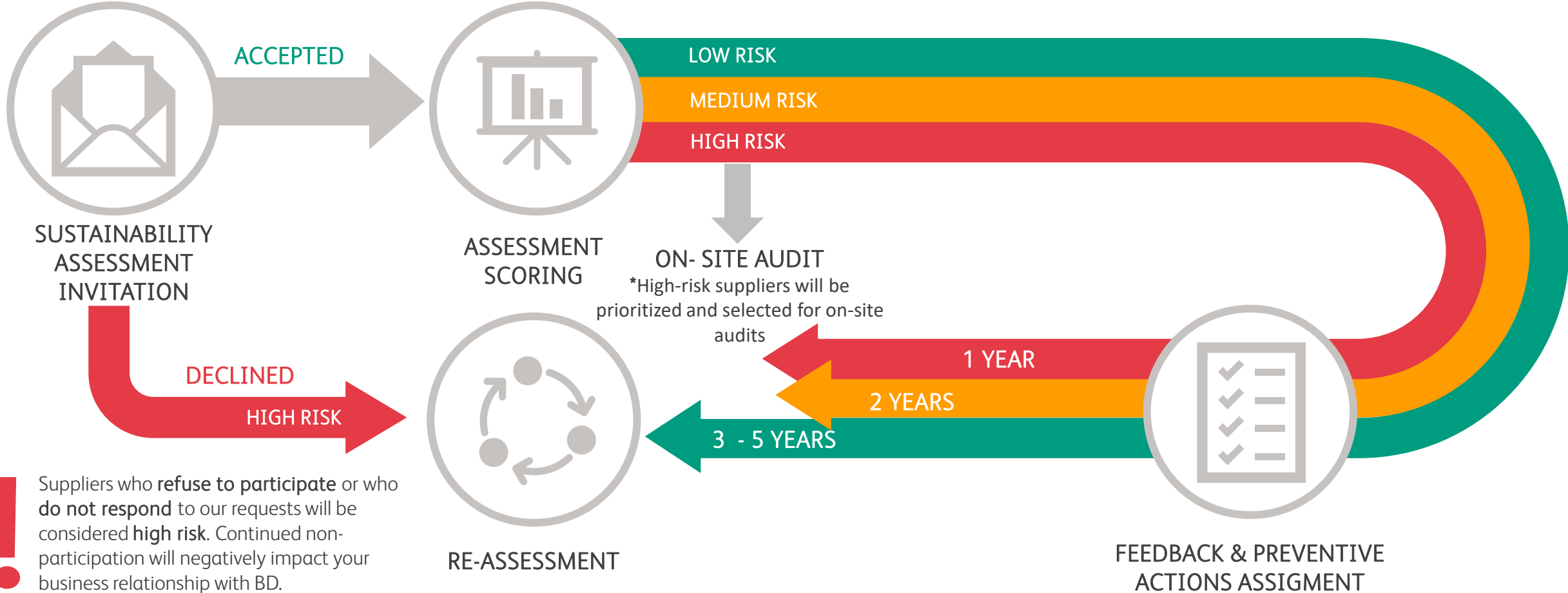


Share

General scorecard results will be shared with BD. You can also opt to **share your scorecard** with other partners. BD may ask you to complete **preventive actions** if the score doesn't meet expectations

Desktop Assessment Scoring

BD uses various tools to assess human rights and environment risk. If you are asked to complete a desktop assessment BD will evaluate the score based on the map below



On- site audits

Should a supplier site be selected for an **on-site audit**, BD will leverage a third party to deploy this audit and support any corrective or preventative actions.



BD partners with Bureau Veritas to perform on-site audits for selected suppliers, verifying compliance with **BD's requirements and global standards**.

Bureau Veritas is a global leader in testing, inspection, and certification, ensuring compliance with quality, safety, environmental, and social standards.



BD is a member of the **Pharmaceutical Supply Chain Initiative (PSCI)**. Where available, PSCI audit results are used to avoid duplicating audits and to support BD's labor and human rights due diligence.

PSCI is a non-profit business membership organization that promotes **excellence in safety, environmental, and social outcomes** across the global pharmaceutical and healthcare supply chain.



[LEARN MORE ABOUT PSCI](#)

Reporting

Any known or suspected human rights abuses across our supply chain must be reported.

To report known or suspected issues you can contact the BD helpline. This helpline will help answer questions, address concerns, and provide guidance. You may contact the helpline in a number of languages:



Using the online reporting tool at bd.ethicspoint.com

By phone in the US at 800.821.5452. For callers outside the US:



- Visit the AT&T international toll-free dialing guide: business.att.com
- Select your country from the drop-down menu.
- Dial the corresponding AT&T Direct Access Number on your telephone. An English-language voice prompt or an AT&T operator will ask you to enter the toll-free number you are calling.
- Enter the BD Helpline number: **800.821.5452** (do not dial 1 in front of this number)
- You will be connected to an English-speaking helpline operator (please indicate at this point if you need interpretation assistance and in what language).



Emailing the BD ethics office at ethicsoffice@bd.com or Responsible Sourcing at BDresponsible sourcing@bd.com

Learn more about Human Rights standards

Details on how companies can/must prevent human rights abuses: [UN Guiding Principles on Business and Human Rights](#)

[ILO Declaration on Fundamental Principles and Rights at Work](#)

For tools and resources – [the OHCHR work on business and human rights](#)

For information on BD's wider human rights efforts – [the BD ESG Report](#)

Supplier Emissions

BD Climate action targets and commitments

BD supplier expectations on emissions

Supplier maturity model

Overview of emissions & BD overall emissions

Resources to calculate emissions

Science-based targets

How to develop Science Based Aligned Targets

What are Scope 3 Category 1 emissions? What can our suppliers do to reduce emissions?

Learn more about emissions

BD is committed to reducing our Scope 3 emissions across our value chain

As a signatory to the UN Race to Zero and the Science Based Targets Initiative (SBTi), BD is committed to reducing our emissions across our entire value chain. A large share of our Greenhouse Gas (GHG) emissions are produced in our upstream supply chain, so we're focusing on creating a supply chain that is adaptable to climate risks and able to contribute to strong environmental performance

Climate Action Commitments

Climate change

Minimize our contribution to global emissions and utilize our capabilities to address unmet health needs for climate-vulnerable populations.



Product Impact

Reduce the environmental impact of our portfolio and address the sustainability needs of our customers.



Responsible supply chain

Create a supply chain adaptable to disruption and able to contribute to strong environmental and social performance.



BD Climate Action Targets

To reduce Scope 1 and 2 emissions 50% by 2030
(from 2019 baseline)



Be carbon neutral across direct operations by 2040
Aligned to SBTi



Scope 3: BD suppliers should set Science Based Target initiative (SBTi) aligned GHG targets by 2028 to reduce their emissions



BD supplier expectations on emissions

In order to achieve our reduction goals **by 2030** we will engage directly with suppliers to set targets and lower emissions. We ask our suppliers to disclose their carbon emissions data, set GHG targets in alignment with SBT, and bring ideas for sustainable products and services to BD.



Expectations

- Track your emissions (Scope 1,2 & 3).
- Submit your data to BD.
- Set Science Based aligned targets.



Where to begin

- Start **measuring** your emissions.
- **Create a plan** on how to set achievable GHG targets.



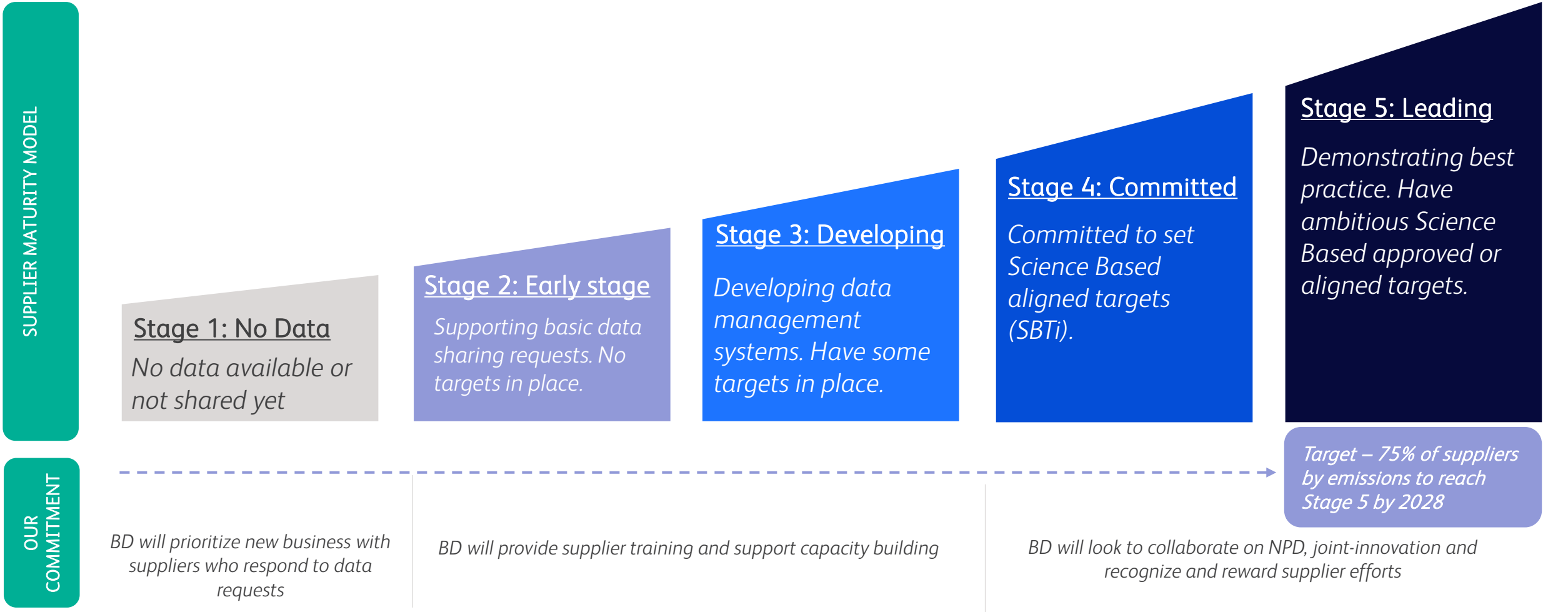
How to engage with BD

- **Make your targets public** through your company's website.
- **Measure and report progress** to BD on an annual basis.

If you have not yet tracked your emissions and are looking for guidance, **BD can help**. Reach out to the BD Responsible Sourcing team at: BDResponsibleSourcing@bd.com

Encouraging BD suppliers to achieve greater emissions maturity

Where does your company sit in the BD supplier emissions maturity model? The links in this toolkit provide resources to help you to move from one stage to the next. BD asks our suppliers to reach Stage 5 of this model by 2028.



A high-level framework to progress from one maturity stage to the next based on best practice

Topics	<u>Stage 1: No Data</u>	<u>Stage 2: Early Stage</u>	<u>Stage 3: Developing</u>	<u>Stage 4: Committed</u>	<u>Stage 5: Leading</u>
GHG Measurement	Create an inventory of all owned and operated assets, including facilities and vehicles, and their estimated use (e.g., facilities: annual electricity consumption; vehicles: annual mileage and fuel consumption) and measure your Scope 1 & 2 emissions.	Measure GHG emissions across Scope 1 and 2 according to the GHG Protocol annually	Measure GHG emissions across Scope 1, 2, and 3 according to the GHG Protocol annually	Externally verify Scope 1 and 2 GHG emissions inventory via an independent and reputable third-party assurance provider	Externally verify Scope 1, 2 and 3 GHG emissions inventory Perform climate life cycle assessments (LCAs) for key products and services
Target Setting		Set SBT aligned goal for absolute Scope 1 and 2 emissions	Commit to set SBT aligned targets for Scope 1, 2 and 3 emissions.	Set SBT aligned goal for absolute Scope 1, 2 and 3 emissions.	Consider validating targets with SBTi
Reporting	Report emissions data to BD on annual basis.	Report emissions data to BD on annual basis. Publicly disclose Scope 1 and 2 emissions and climate related commitments.	Report emissions data to BD on annual basis. Publicly disclose Scope 1, 2 and 3 emissions and SBT related commitments on company website/ESG Report or SBTi website or via 3 rd part reporting tools (Ecovadis/CDP/Integrity Next)	Report emissions data to BD on annual basis. Publish time-bound climate transition plans/decarbonization roadmaps with some key elements of climate transition plans according to relevant frameworks.	Report emissions data to BD on annual basis. Publish time-bound climate transition plans/decarbonization roadmaps with some key elements of climate transition plans according to relevant frameworks. Disclose progress towards described actions and initiatives
Renewable energy		Start looking at options for Renewable energy procurement in your operations.	Buy Renewable energy for BD manufacturing. For the purchase of RE, obtain RE certificates as proof of validity	Buy Renewable energy for BD manufacturing. For the purchase of RE, obtain RE certificates as proof of validity	Set a target to procure 100% RE for BD manufacturing by 2030

Overview of Scope 1, 2 and 3 emissions

Scope 1

Direct emissions from owned or controlled sources

- Company facilities
- Company vehicles
- Processes

Scope 2

Indirect emissions from the generation of purchased energy

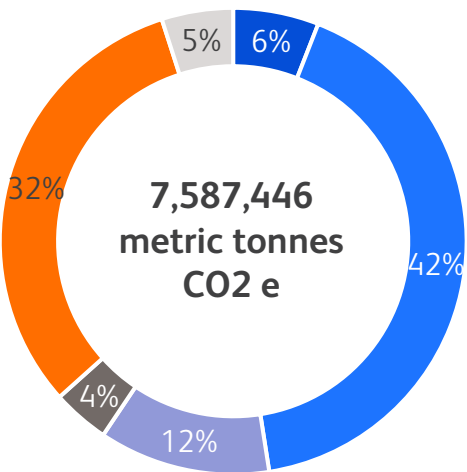
- Purchased electricity, steam, heating & cooling for own use
- Emissions from purchased energy

Scope 3

All indirect emissions that occur in the value chain of the reporting company

- Purchased goods and services
- Capital goods
- Fuel and energy related activities
- Transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting
- Leased assets
- Processing of sold products
- Use of sold products
- EOL treatment of sold products
- Franchises
- Investments

BD FY 2022 GHG Emissions, by scope and category



- Scope 1 & 2
- Scope 3 Cat 1: Purchased goods and services
- Scope 3 Cat 4 & 9: Transportation and distribution
- Scope 3 Cat 11: Use of sold products
- Scope 3 Cat 12: End-of-life treatment of sold products
- Scope 3 Other



Resources to calculate your emissions

Scope 1 & 2

[GHG Protocol A Corporate Accounting and Reporting Standard](#) – The GHG Protocol Corporate Accounting and Reporting Standard provides requirements and guidance for companies and other organizations preparing a corporate-level GHG emissions inventory.

[Step by Step guide to calculate emissions](#) – Source WWF

Scope 3

[Corporate Value Chain \(Scope 3\) Standard](#) – The Corporate Value Chain (Scope 3) Accounting and Reporting Standard allows companies to assess their entire value chain emissions impact and identify where to focus reduction activities.

[Technical Guidance for Calculating Scope 3 Emissions](#) – Technical guidance document serves as a companion to the Scope 3 Standard to offer companies practical guidance on calculating their scope 3 emissions.

LCA Standard

[Product LCA Standard](#) – The Product Life Cycle Accounting and Reporting Standard can be used to understand the full life cycle emissions of a product and focus efforts on the greatest GHG reduction opportunities.

Emission Factor Sources

UK DEFRA, US EPA and GHG Protocol provide free emission factors for Scope 1, 2 and 3 emissions.

[UK DEFRA](#)

[US EPA](#)

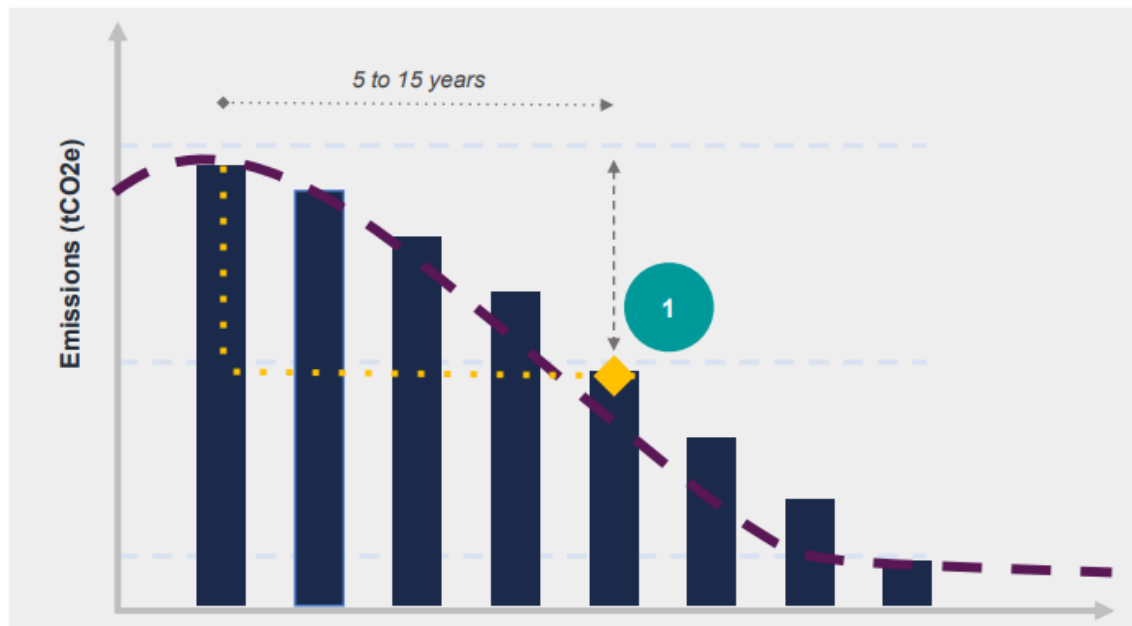
[GHG Protocol](#)

IEA provide detailed electricity emission factors for companies having multiple facilities across different countries.

[International Energy Agency](#)

What are Science Based Targets?

Targets adopted by companies to reduce greenhouse gas (GHG) emissions are considered "science-based" if they are in line with what the latest climate science says is necessary to meet the goals of the Paris Agreement: limiting global warming to well below 2°C above pre-industrial levels and making efforts to limit warming to 1.5°C.



*Reference – Science Based Targets Initiative (SBTi)

1 Science-based emission reduction target (SBTs)

Emissions pathway aligned to a Paris temperature goal

BD Science Based Targets

Scope 1 & 2 Target:

- To reduce Scope 1 and 2 emissions 46% by 2030.
- Be carbon neutral across direct operations by 2040

Scope 3 Target:

- BD suppliers should set Science Based Target initiative (SBTi) aligned GHG targets by 2028 to reduce their emissions.

BD has submitted these targets to the Science Based Target initiative for approval.

How to develop Science Based Aligned Targets



Level of ambition: (Scope 1+2) At a minimum – consistent with the level of decarbonization required to keep temperature increase to 1.5°C.



Progress: Both the target timeframe ambition (base year to target year) and the forward-looking ambition (most recent year to target year) must meet the ambition criteria.



Boundary: All company-wide Scope 1 and 2 GHG emissions (> 95%);



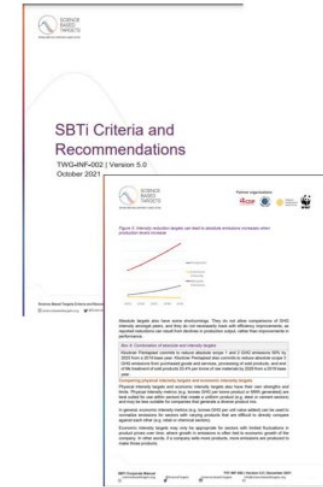
Timeframe: 5-10 years into the future;



Reporting: Disclose GHG emissions inventory on an annual basis.



Scope 3: A Scope 3 screening is required. An ambitious Scope 3 target is required when Scope 3 emissions cover < 40% of total emissions.



SBTi Criteria

This document provides a good entry point to companies who are looking to develop GHG targets aligned to best practice.

Resources:

- [SBTi Net-Zero Standard](#) - The intended audience for this document is corporates with more than 500 employees that wish to commit to setting net-zero targets through the SBTi
- [SBTi Corporate Manual](#) - Detailed step-by-step guide to the process of setting a science-based target through the SBTi.
- [How to guide for companies to set near term targets](#) - A quick, simple, step-by-step flow chart that allows suppliers to understand how to set science-based targets for their specific situation.
- [Small and Medium sized enterprise FAQs](#) - Unlike larger suppliers, the near-term option does not require SMEs to set targets for their scope 3 emissions; however, SMEs must commit to measure and reduce their scope 3 emissions.

BD approved pathway options for suppliers to set Science Based Targets

BD aims for 75% of our suppliers to establish science-based aligned targets by 2028, and we have outlined three pathway options to get there.

Pathway 1

Targets Officially validated by SBTi (Preferred)

- Commit to SBTi.
- Work with SBTi and develop and validate your targets.
- Disclose your targets publicly and via SBT website.
- Track progress and report status annually.

Pathway 2

SBT alignment with public disclosure

- Commit to BD to set SBT by 2028.
- Develop targets around your Scope 1, 2 and 3 (if greater than 40% of total emissions) in alignment with SBT.
- Disclose your targets publicly and communicate targets to BD.
- Track progress and report status annually.

Pathway 3(For SME)*

Scope 1 & 2 SBT alignment with public disclosure

- Commit to BD to set SBT by 2028.
- Develop targets around your Scope 1 & 2 emissions in alignment with SBT.
- Disclose your targets publicly and communicate targets to BD.
- Track progress and report status annually.

To reduce your Scope 3, you must first understand your biggest categories of emissions

Purchased Goods and Services (Category 1) are estimated to make up nearly **42%** of BD emissions. Largest sources of these emissions include:



Plastic components



Packaging



Resins



Metal



Rubber

How can BD suppliers help reduce GHG emissions?

Estimate your GHG emissions using an appropriate methodology



Identify the categories/suppliers that generate the greatest impact on GHG emissions



Develop an action plan and **collaborate** with your key suppliers on reductions

Resources to help reduce emissions:

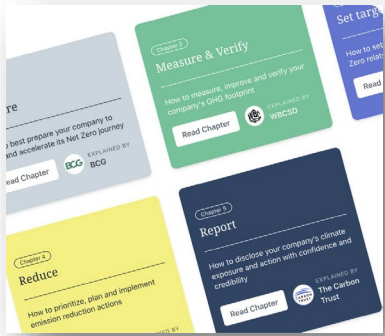
- The [1.5°C Supplier Engagement Guide](#) is a freely accessible guide for companies seeking to reduce GHG emissions in their supply chains.
- [Climate Transition Plan](#) developed by CDP outlining how companies can align their strategy with latest climate science recommendations.



Leverage The Climate Drive along your decarbonization journey



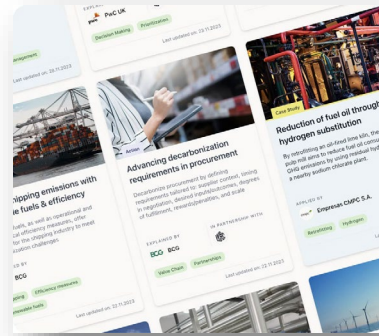
[The Climate Drive](#) is an open digital platform, built by WBCSD, to support businesses to confidently move from ambition to action. It provides free, high-quality, business-focus and actionable guidance on Net Zero.



LEARN

[with the Net Zero Guidebook](#)

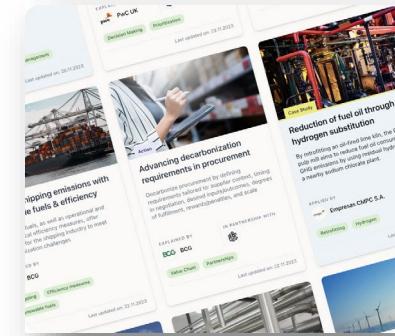
Most up to date guidance on the latest best practices along the corporate decarbonization journey, available in several languages.



ACT

[with the Action Library](#)

100+ decarbonization actions, with business impact specifics and implementation guidance.



SHARE

[in the Action Library](#)

Opportunity to publish your best practices as case studies within the action library to help other decarbonize.



Learn more about emissions measurement and reductions

GHG Protocol Webinars to Learn more about Corporate GHG Reporting and Scope 1 & 2 emissions – [Link](#)

CDP webinars on Scope 3 and supplier engagement – [Link](#)

SBTi technical guidance webinar for setting Science Based Targets – [Link](#)

CDP Supply Chain webinar: The Company Journey to Environmental Leadership – [Link](#)



Supplier Inclusion

What is Supplier Inclusion?

Certification vs Classification

How can you support?

The future of Supplier Inclusion at BD

Thank you letter

Resources

What is Supplier Inclusion?

Supplier Inclusion is the proactive business strategy which encourages maximizing opportunities to identify, educate, develop and **utilize** historically **underutilized** and historically **underrepresented** businesses, to include both small businesses and those inclusive in ownership and operation, ensuring an inclusive supply base in the procurement of goods and services for any business or organization.

By maximizing opportunities to **identify, educate, develop** and **utilize** inclusive suppliers, the program contributes to:

- Good fiscal stewardship
- Economic inclusion, development and parity
- Social and societal impacts

-ultimately contributing to the **improvement of health** and **well-being** in the communities of our customers and patients



Good fiscal stewardship



Supporting health and well-being



Advancement of economic inclusion



Expanding economies in the communities of the customers, patients we serve



Making a positive societal impact



Certification versus classification

Classifications	A <i>classified</i> supplier is one that meets the criteria to be certified as a small &/or inclusive-owned business but has not gone through the 3 rd party audit. They are considered eligible for certification.						
	Minority-owned	Woman-owned	Veteran-/Service-disabled Veteran-owned	LGBT-owned	Disability-owned	Small Business Concerns*	Others
Certifications	A <i>certified</i> supplier is one that has gone through the 3 rd party audit process and received a certification as a small &/or inclusive-owned business.						
	MBE	WBE	VBE / SDVBE	LGBTBE	DOBE	SBE, SBA 8a, HUBZone, SDB, DBE	HBCU, AbilityOne
Certifying Organizations	Supplier Inclusion advocacy organizations work at the ground level with small and inclusive-owned businesses to provide resources and support in all things business development. These organizations are typically non-profits and are often the sole certifiers of the inclusive entrepreneurs they advocate for.						
	National Minority Supplier Development Council (NMSDC)	Women’s Business Enterprise National Council (WBENC)	National Veteran Business Development Council (NVBDC) National Veteran-Owned Business Association (NaVOBA)	National LGBT Chamber of Commerce (NGLCC)	Disability:IN	U.S. Small Business Administration (SBA) Local city, county or state government	Historically Black Colleges & Universities AbilityOne Program

Key Takeaway: Inclusive or Small classified suppliers are just as important to the BD Supplier Inclusion Program as suppliers that have been 3rd party certified.

**As a courtesy, BD offers a self-certification process for inclusive, small and SME businesses, imbedded in our inclusion portal registration*

How can suppliers support our program?

Join the BD Procurement Path to Inclusion as we develop a positive impact to the world around us!

Impact your Community

- **Subcontract** with small &/or inclusive-owned suppliers
- **Contribute** to the BD Supplier Inclusion program by:
 - Supplier Inclusion Portal registration
 - Report Supplier Tier 2 Spend
 - Health Equity Initiatives

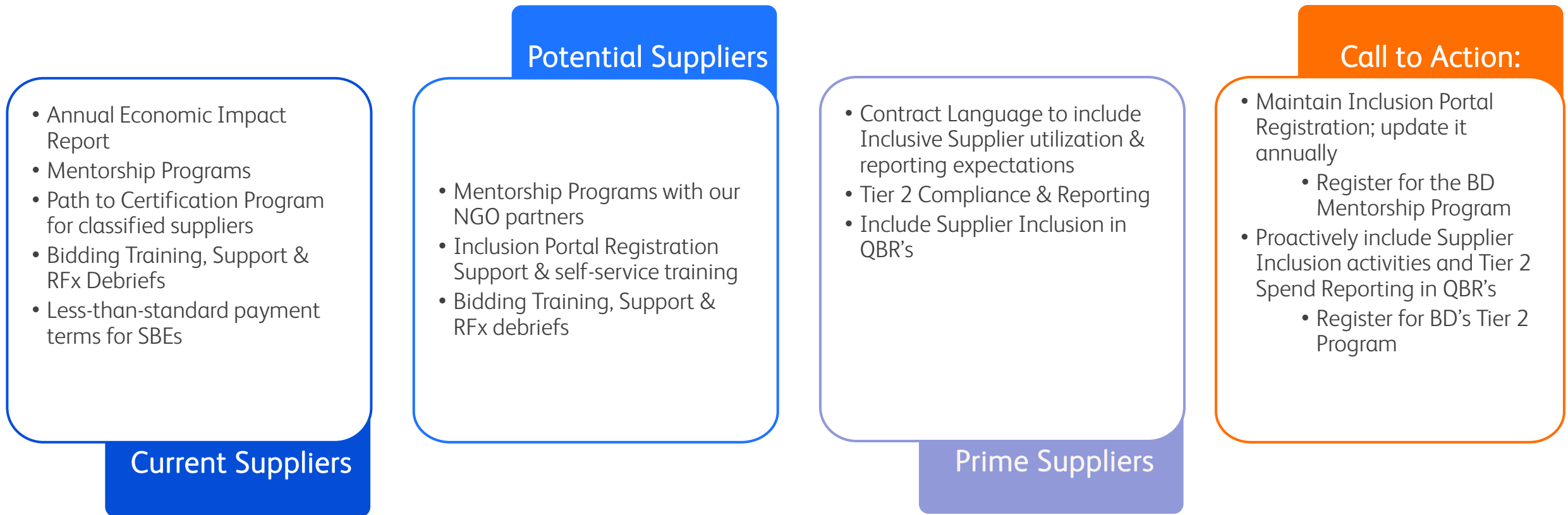
Impact your Brand

- **Apply** to become a mentee via our NGO partners Mentorship Programs
- **Partner** with us on panel proposals
- **Join** us at Matchmaking and Networking Events

Impact through Influence

- **Start** your own Supplier Inclusion Program
- **Expect** your prime suppliers to mirror your inclusion efforts
- **Add** Supplier Inclusion to your value proposition

The future of Supplier Inclusion at BD



Intentional Engagement for Impact is the theme of the BD Supplier Inclusion Program's 2030+ plan. This involves training on SDE&I initiatives that are focused on **development** and **partnership**, ensuring suppliers are given opportunity to position themselves to better serve their customers and communities.

Thank you for your participation!

Thank you, BD suppliers, for your continued **engagement** with the BD Supplier Inclusion Program. **Together, we** are working to **improve the world** around us.

BD values measuring the economic impact of our work on local and national economies. Partnering with inclusive and small suppliers' benefits these businesses, BD, our customers and patient communities. For the fourth consecutive year, BD has quantified how our spending boosts supplier revenue and job creation in the communities we serve.

To view the **BD Global Economic Impact Report** and our future impact on our communities, please visit our website: www.bd.com/supplierinclusion. The reports are facilitated in partnership with Viva, a certified MBE and WBE.

2025 ECONOMIC IMPACT REPORT

\$762M

Spend with small and inclusive businesses

...which together supported:

\$1.04B

Employee compensation,
proprietor income, other
property income, and taxes.

7,335 Jobs

Created

Creating \$1.98B in Total Economic Impact

Supplier Inclusion Resources

Inclusion Portal Resources

- Portal link for BD Associates:
<https://bectondickinson.starssmp.com/internal>
- Portal link for Suppliers:
<https://bectondickinson.starssmp.com>
- Reach out to support@starssmp.com for any issues with registration
- Procedure documents and training videos located within the inclusion portal

Supplier Inclusion Contact

- Reach out to the Supplier Inclusion team directly via
BDSupplierInclusion@bd.com



Environmental Stewardship

Product Stewardship

Chemicals of Concern and Producer Responsibility

Supplier Obligations

Data Collection Scope

Materials of Concern Questionnaire

How you will be contacted?

Type of Supplier Responses

Chemicals of Concern and Producer Responsibility

What is Product Stewardship?

Product Stewardship is an environmental management strategy that means whoever designs, produces, sells, or uses a product takes responsibility for minimizing the product's environmental impact throughout all stages of the products' life cycle, including end of life management.



Chemicals of Concern and producer responsibility

Why is Product Stewardship important?



Global regulations **restricting** the use of certain **chemicals of concern**, increased labelling, and reporting requirements. Regional, country and state level Extended Producer Responsibility (EPR) targets, taxes, and reporting requirements



Regional, country and state level **Extended Producer Responsibility (EPR)** targets, taxes and reporting requirements

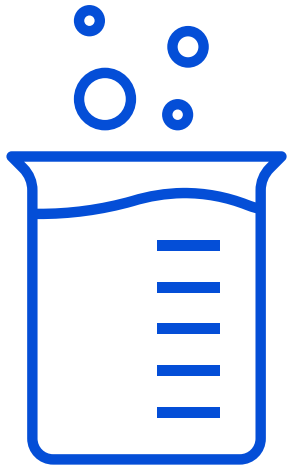


BD's Sustainability strategy and **2030+ Sustainability** goals reflect our position to drive customer and patient outcomes

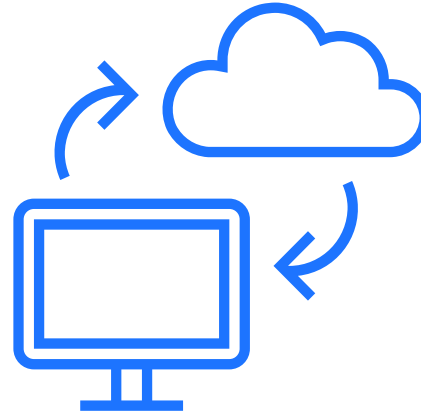


Investors value **strong sustainability** performance and focus on Product Stewardship

Supplier obligations & data collection



Chemical Compliance information is a **mandatory** condition of doing business with BD



Supplier must have adequate systems in place designed to **identify and disclose** all chemicals in their products and product sub-components to BD



Our Expectations For Suppliers Document & BD Terms & Conditions indicate **our expectations & your obligations** to provide information

Scope of data collection

Extended producer responsibility & Chemicals of Concern/disclosure regulations include but are not limited to the following:

Materials of Concern (MOC) are chemical substances for which a variety of regulations impose controls or bans or are of specific interest to our customers. These substances are suspected to cause detrimental effects or increased risks to human health and/or the environment.

- REACH SVHC
- EU REACH Annex XIV
- REACH Annex XVII
- EU Persistent Organic Pollutants (POP)
- California Proposition 65
- RoHS substances
- Customer-driven materials of concern (like latex, PVC)
- Annex VI of the EU Classification Labelling and Packaging (CLP) Regulation
- Animal Origin
- EU Packaging and Packaging Waste Directive 94/62/EC & Toxics in Packaging Clearinghouse (TPCH) in the USA
- Conflict Minerals

Other disclosure requirements:

- Packaging & Packaging Waste
- Waste of Electrical & Electronic Equipment (WEEE)
- EU Batteries Directive
- Endocrine Disruptors
- PVC
- Persistent, bioaccumulative substances (PBT, vPvB)
- Endocrine Disruptors
- Nanomaterials
- Brominated fire retardants
- Phthalates
- Heavy Metals
- Chlorinated paraffins
- Bromine and Chlorine based Compounds
- Perfluorinated Chemicals
- Recycled Content
- U.S. Toxic Substances Control Act (TSCA)

Data Collection - Materials of Concern & Packaging questionnaire



Our **Supply Base Compliance** team, located in Poland, serves as our primary engagement team and will request that you to complete a **Materials of Concern Questionnaire** or/and **Packaging Questionnaire** via an online portal (**SustainHub**) or via email correspondence



BD Engineering teams may also request the completion of this **Questionnaire** as we look for new and innovative materials to support our product development & change control



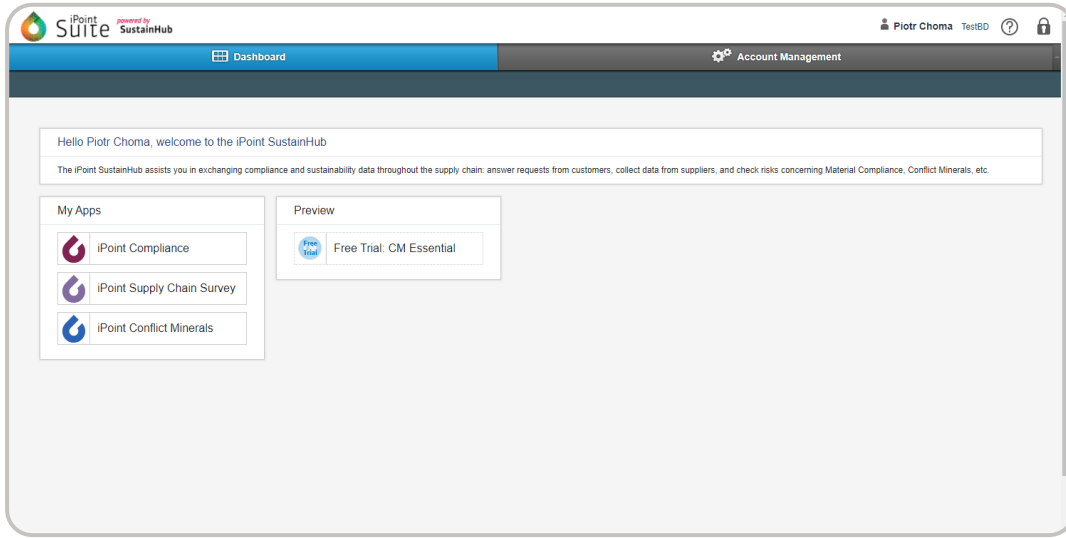
Our **Procurement & Sourcing** teams may follow up with you directly if you have not provided compliance information

Supply Base Compliance (SBC) contact info



bd_moc@bd.com
conflictminerals@bd.com

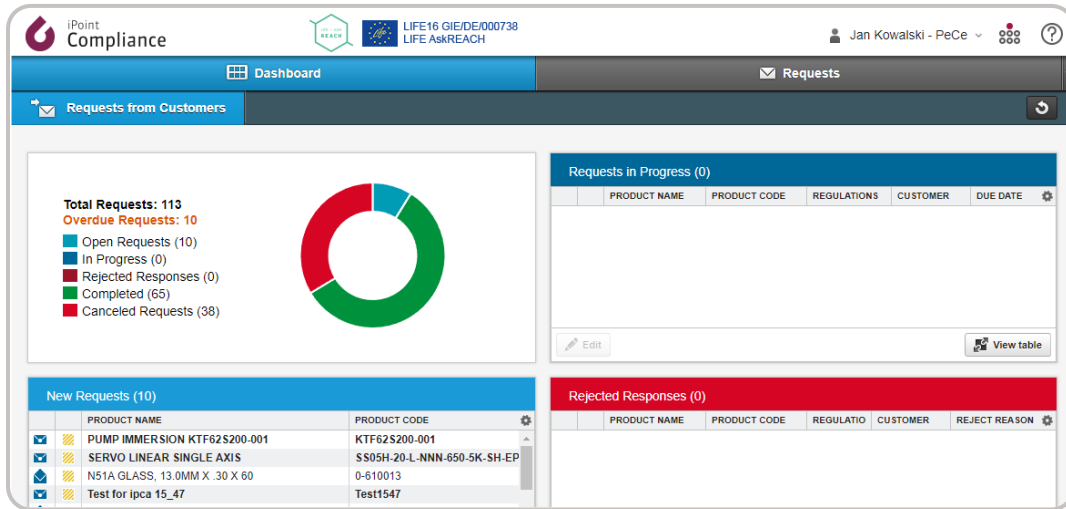
Data Collection - How will you be contacted?



If our **Supply Base Compliance team** is collecting data on behalf of BD, suppliers will typically receive an email with a link to our data gathering portal - **SustainHub**

We are constantly collecting data throughout the year as substance annexes may be **updated every 6 months**

Conflict Minerals campaigns typically launch within **the 4th quarter** each calendar year. Suppliers will receive an email with a separate link to **Conflict Minerals App** within SustainHub portal



You will have to register if not already registered

If the supplier **contact** has changed, contacts can be added to the company's account

More information can be found in guidance documents:

[BD MOC Supplier Guidance](#)

[BD CM Supplier Guidance](#)

Data Collection - Response formats preferred

Preferred responses

FMD

Full Material Disclosure is a full and complete percentage breakdown of material composition to the lowest substance level chemical abstract standard (CAS) number including all additives. The preferred format is IPC1752A class D (xml formatted file)

SustainHub response

A supplier response to an electronic query through **SustainHub** that is converted into IPC1752A Class A or C xml format. Supplier selects checkbox to confirm the information provided is accurate and valid. The system keeps track of who responded electronically. Digital equivalent to MOC Questionnaire

Questionnaire

The **MOC and packaging questionnaires** were created for suppliers who are unable to input their data directly in the SustainHub portal. They contain questions about material content and are the paper equivalent to a SustainHub response.

CoC

Certificate of Conformity/ Conformance/ Compliance or supplier declaration usually custom written for BD. BD often receives CoCs from Tier 1 suppliers from whom BD purchases directly.

Contractual Agreements

Contracts confirming that the manufacturer's specification for the maximum content of restricted substances in a material, part, or sub-assembly is fulfilled. This does not include Supplier Approval Letters, Buy Specifications, nor Technical Requirements Review documents.

PoC

Proof of Compliance or website declaration publicly available on the internet that can be seen by anyone searching the internet. PoC's are common for off the shelf (OTS) parts.

Test Report

A written record of an **analytical test** to determine what materials or substances a part or subassembly contains.

Another preferred response

The preferred response for a Conflict Minerals inquiry is a Conflict Minerals Reporting Template (**CMRT**). This is a template created by the Responsible Minerals Initiative (**RMI**).

Best Practice: Provide FMD responses via **SustainHub**

Supplier Resiliency Program

Supplier Risk Program

Risk Factors, assessments, & key deliverables

Supplier support expectations

Supplier Risk Program



VISION

The BD supplier risk management framework allows Global Procurement and the Business to efficiently and proactively mitigate risks linked to products and ultimately ensures our ability to meet our obligations to healthcare.



STRATEGY

Develop key tools and processes to enable Global Procurement and the Business to manage risk. Via both internal and third-party sources, maximize supply chain visibility and optimize our ability to assess, mitigate & monitor key supplier risks linked to our critical products.

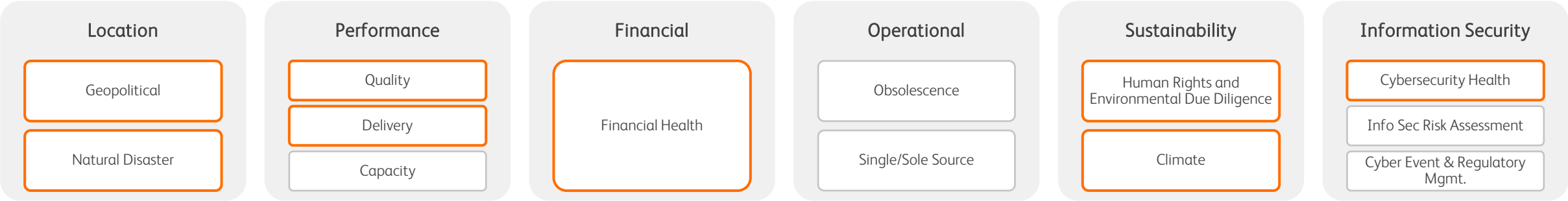


ENABLERS

Robust program structure is enabled by **technology solutions**, enhanced data quality and **supply chain visibility**, business and functional engagement, backed by **senior leader sponsorship**, and **supplier relationship management**.

Risk factors, assessments, & key deliverables

BD continuously scans, assesses, mitigates and monitors **supply risk** across several factors. BD needs supplier engagement and partnership in **enabling the visibility and risk mitigation** in these highlighted areas, with the critical system enablers and deliverables detailed below



As risks emerge, so will new sources of intelligence gathering that BD will look to **partner with suppliers** in delivering visibility and supply risk mitigation



Critical supplier enablers of BD risk mitigation

- Business continuity plans & BD survey response supported
- Responses to BD’s feedback requests during supply chain Incident impact assessments
- Supplier quality & delivery expectations met
- Financial health assessments supported
- Supplier responsible sourcing assessments supported
- Cybersecurity health, assessments, and remediation

Supplier support expectations

Geopolitical/Natural Disaster

- Business continuity plans in place, tested, and responses to BD's BCP survey supported

Incident Management

- Responses to incident feedback or impact analysis requests as provided by BD's Incident monitoring platform, Everstream Analytics
- Prompt notification of cybersecurity incidents

Quality/Delivery

- Quality and delivery expectations met
As outlined by contractual and/or site quality requirements

Financial Health

- Financial health assessments and mitigations fully supported and complete
As facilitated by Rapid Ratings

Sustainability

- Sustainability assessment and mitigations fully supported
As facilitated by the BD Responsible Sourcing team

Cybersecurity

- Address vulnerabilities via remediation plans, participate in assessments, prompt alerting of cyber incidents and compliance with evolving cyber regulations
- BitSight continuous cyber posture monitoring

FAQ

FAQ

Is participation in the desktop audit program mandatory? What are the consequences of not participating in the EcoVadis or IntegrityNext program?

EcoVadis and IntegrityNext are tools that BD uses to complete our mandatory Human Rights Due Diligence requirements, and therefore is a requirement if requested by BD. Furthermore, BD will aim to prioritize work with suppliers who have completed their sustainability assessments.

What if my company has a low rating in our desktop sustainability assessment? Can I improve it?

Yes, BD will assign corrective actions in the rating tool that can improve your scoring. You'll see these in your account.

Is there any fee associated with the EcoVadis assessment?

Yes, there is a fee associated with the assessment that varies based on your location and size. Read more here → [EcoVadis fee](#)

I am rated but I haven't received an invitation from BD. How can I share my scorecard?

Please share your existing page via our landing page → [Landing Page](#)

Where can I find more information about the BD Sustainability program?

Please find more information about our Sustainability program at our website → [bd.com](#)

How do I validate a BD Supply Chain Risk Assessment from a third party?

Contact SupplyChainRiskManagement@bd.com to request verification on the outreach.

I'm receiving Incident feedback requests from Everstream Analytics, is this is legitimate request?

Yes, as communicated in April of 2022 Everstream Analytics is BD's Supply Chain Risk Management solution provider. Please respond to these requests in an expedited manner to confirm impact details to your site supporting BD.

Who can I contact to get more information on the Rapid Ratings Financial Health Assessment?

Please contact SupplyChainRiskManagement@bd.com, your BD Associate point of contact, or support@rapidratings.com

FAQ

How do I resolve access issues to the SustainHub portal? For example, there isn't any option to complete the request, or the user doesn't have access to it.

Please contact Supply Base Compliance (SBC) Team at bd_moc@bd.com to receive guidance about the access issues.

Why do we need to provide packaging data?

Becton Dickinson needs to be compliant with the EU Extended Producer Responsibility regulations (EPR) such as the EU Packaging and Packaging Waste Directive. Becton Dickinson has a legal obligation to report on packaging waste entered the EU market.

What does the Packaging Questionnaire apply to?

The Packaging Questionnaire applies to products that a supplier provides that BD uses as packaging items, for example, top or bottom web, bags, cartons, labels, etc.

We provided CMRT last year, why do we have to do that again?

BD verifies its supply chain each year. If your supply chain has not changed over the last year, please transfer your data to the latest version of the CMRT and resubmit.

Want to share best practice?

Have ideas for collaboration?

Questions?



Contact the BD Responsible Sourcing team at
BDResponsibleSourcing@bd.com

Other Resources



Thank you



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