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At BMC, ethics and integrity inform everything we do — from how we work with customers to our corporate policies, our community engagement, and our environmental responsibility. Our investment in BMC Cares resulted in increased community engagement in 2018, and we look forward to strengthening the program for even greater impact in the future.

Bob Beauchamp
President & CEO

BMC Cares

In the fast-paced digital age, BMC helps customers run and reinvent their businesses with open, scalable, and modular solutions to complex IT problems. With approximately 6,000 employees worldwide—from our corporate headquarters to offices in Houston, India, Israel and beyond—we also support global philanthropic and community outreach efforts through our BMC Cares program. BMC Cares brings our commitment to responsible business practices to life through a focus on focus areas.
Strategic Focus Areas

**Education and Science, Technology, Engineering, and Math (STEM)**
We work with organizations worldwide to support education programs through continued youth mentorship, development assistance for STEM initiatives, and other education programs.

**Social and Community Enrichment**
BMC employees proactively invest their time and resources in their own communities in order to progress social and infrastructural development programs.

**Health and Wellness**
We partner with organizations on a global scale to promote health and wellness activities for our employees and in our communities and to raise funds for research and medical prevention programs.

**Veterans**
We collaborate with multiple veteran organizations through efforts such as transition programs, mentoring, and hiring to help amplify the individual skill-sets of our veterans. We partner specifically with BreakLine and VetsinTech to hire talented and skilled veterans. Additionally, we offer an Employee Resources Group (ERG) for veterans employed by BMC.
Community Impact at a Glance

15,000 lbs of oranges packed for Austin Food Bank for 12,900 meals

9,195 Hygiene kits packed overall globally for shelters

9,500 Meals packed for Kids Meals Houston

8,000 lbs of apples picked and packed for Sholan Farms in Burlington Massachusetts

6,000 Dollars raised by employees in India to support educational projects

5,100 Meals served for Hamburgda Bo Dem in Brazil

2,800 School kits and backpacks stuffed across the globe

1,000 Underprivileged Indian students provided access to sports equipment

16,985 Volunteer hours logged by BMC employees globally

2,064 Individuals participated in the Global Run for Prashanti CancerCare in 23 countries
1,000
Hours spent on ZCarez outreach globally in 11 locations.

450
450 employees participated in 100% Club Run for Hawaii Literacy.

239
Units of blood collected for Blood Donation Drive in India.

750
Battalion bears stuffed for Operation Gratitude across U.S.

400
Cancer care kits packed for Hope Lodge.

200
Chemo blankets made for children in U.S. cancer centers in partnership with Sky High.

670
Items collected for Dress For Success.

338
Lbs of leftover Halloween candy donated across the U.S.

500
Meals served for Sacred Heart Community Center, Santa Clara.

300
Bikes built for the holidays for kids.
Giving back and being involved in our communities is core to who we are.

That’s evidenced by the more than 16,000 hours our employees volunteered around the world. Many of our charitable events and activities are driven by their passions. The BMC Cares program makes it easy for employees to channel their desire to do good into meaningful action.

Eric Olmo  
SVP, People & Spaces
Additional Community Impact Spotlights

- North America
- Latin America
- Europe, Middle East & Africa
- Asia Pacific
North America

Cary, North Carolina
BMC employees supported the military and their families by working with organizations like Operation Gratitude to stuff bears for the children of deployed service members. Our employees also partnered with Red Cross to organize disaster relief kits for recovery efforts following Hurricane Florence.

Santa Clara, California
Employees in Santa Clara sorted and distributed food and clothing for Sacred Heart, directly impacting over 500 families, and partnered with Habitat for Humanity to build a playhouse.

Houston, Texas
Employees in Houston collaborate with Big Brothers Big Sisters regularly to work with and mentor youth. They also supported Dress for Success in empowering women to strive toward economic independence, and kicked off a partnership with the Lance McCullers Foundation in support of rescue animals. Additionally, employees in Houston contributed volunteer hours to Kids Meals Houston to pack thousands of meals for citywide youth.

Burlington, Massachusetts
Employees in Burlington dedicated time to Sholan Farms by assisting with general maintenance of the farm and picking fresh produce from the orchard for the community. Additionally, employees worked with children on science kits in an onsite event geared toward promoting STEM initiatives for youth.

New York, New York
Employees in New York City partnered with Project Self-Sufficiency to empower single parent households by sorting donated items such as clothing. Employees also shaved their heads in collaboration with St. Baldrick’s to fundraise for childhood cancer research.

Canada
BMC employees in Canada actively engage in local fundraising efforts by participating in runs for great causes such as the Terry Fox Run, which raises awareness and funds for cancer research.
Latin America

Argentina
In Argentina, employees prepared and wrapped holiday gifts for local community members.

Mexico
Employees in Mexico built back-to-school kits for local children by packing school supplies.

Brazil
Our employees in Brazil volunteered their time to Hamburgada Do Bem to prepare hamburgers for community members in need.
Europe, Middle East & Africa

**Israel**
Our team in Israel volunteered with Taasiyeda by mentoring children in science, technology, engineering, and math (STEM) programs.

**Italy**
Employees in Italy donated funds to various local causes. Additionally, employees wrapped and gifted holiday presents to sick children.

**Germany**
Employees in Germany gave back to the community by helping collect, grade, and distribute clothes for refugees.
Asia Pacific

Australia
Employees in Australia volunteered at the Lost Dogs Home animal shelter and helped the organization with gardening, landscaping, and overall maintenance. Additionally, they filled goodie bags with homemade treats and goodies for dogs.

China
Employees in China partnered with Peng Long Village Primary School and volunteered their time to teach and share stories with hyphenate children about the impact of science and technology on the world around them.

Japan
BMC employees in Japan gave back to their community by volunteering 1,000 hours in activities such as working with underprivileged children to help with homework and serve meals.
In FY19, employees in India promoted projects associated with educational upliftment for underprivileged youth and programs to fight cancer.

**Education**

**Lila Poonawalla Foundation**
Sponsored scholarships of 40 academically outstanding girls from financially weaker sections of the society. The average salary offered to this year’s placed students was INR 4.91 lakhs per annum.

**Usha Tai Lokhande Trust**
Sponsored construction of a school building catering to 100+ rural children.

**Teach for India**
Sponsored 3 fellows to provide quality teaching to 135 underprivileged kids.

**Health and Wellness**

**Prayas**
Funded cervical cancer detection and prevention camps in Pune, screening 4,000+ women and diagnosing and treating 127.

**Prashanti Cancer Care Mission**
Funded breast cancer detection and treatment camps in Maharashtra.
BMC Global Run

With more than 6,000 employees working worldwide, the BMC Global Run truly brings out the unity in diversity component of the organization. Each year employees across the globe run for a single social cause and raise funds.

BMC Global Run 2018 included 2,064 employees across 23 countries who ran to support breast cancer screening and treatment by Prashanti Cancer Care Mission for underprivileged women in India.
BMC aims to reduce our environmental impact and encourage sustainability in the workplace. To further demonstrate our dedication to environmental stewardship, BMC obtained the Global Accreditation for ISO 14001:2015, which specifies the criteria for an effective environmental management system.

It is our policy to do all that is reasonably practicable to:

- **Reduce** our levels of energy consumption
- **Reduce** use of consumables
- **Use, store, control, and dispose** of waste
- **Purchase items produced from sustainable sources**
- **Reduce** travel impact
- **Continually strive to improve** our environmental performance
- **Aim to prevent and reduce** our pollution
- **Lower** our travel carbon emissions
- **Encourage** employee participation in BMC’s environmental program

Find out more about our environmental commitments at: [https://www.bmc.com/corporate/environmental-statement.html](https://www.bmc.com/corporate/environmental-statement.html)
Diversity is an integral part of our company culture here at BMC. This commitment to diversity applies to our current and potential employees and extends to those with whom we do business. We are committed to providing opportunities for diverse business enterprises to deliver unique offerings to our company. We continually partner with small businesses, as well as women-, veteran-, minority-, and service disabled veteran-owned businesses, to contribute to our mutual success.

We also foster strategic alliances by partnering with Women’s Business Enterprise National Council, National Minority Supplier Diversity Council, Small Business Administration, and Women’s Business Enterprise Alliance, Society of Hispanic Professional Engineers, Society of Asian Scientists and Engineers, Women in Technology and Veterans and People with Disabilities.
Corporate Ethics and Compliance

Ethics and Integrity form the foundation upon which BMC operates globally.

Preserving this foundation requires consistent focus, messaging, and demonstration by BMC leaders and employees everywhere. It is key to attracting and retaining top diverse talent, sustaining customers’ confidence in us, maintaining value for our stakeholders, and making us a strong partner in supporting our local and global communities.

Patrick Tagtow
SVP, General Counsel, Corporate Secretary & Chief Compliance Officer

Professionalism

At BMC, we are dedicated to maintaining a strong reputation for honesty, integrity and stringent professional ethics; as such we conduct our business in adherence to the law and our unwavering values. Under the guidance of CEO Bob Beauchamp and BMC’s Board of Directors, Patrick Tagtow serves as BMC’s General Counsel, Corporate Secretary, and Chief Compliance Officer to oversee the Compliance and Ethics Office and ensure we maintain our standards.

Compliance and Ethics

Our Compliance and Ethics team independently drives adherence to the BMC Code of Conduct as well as applicable laws and policies. The Compliance and Ethics Office partners with other organizations and diligently conducts confidential investigations of possible violations. This office effectively establishes ethical business practices and addresses concerns regarding the BMC Code of Conduct.

Code of Conduct

The BMC Code of Conduct sets a framework of expectations for employees to guide them as they work with colleagues, customers, suppliers, business partners, and other key stakeholders. In order to ensure consistency in our ethics and values, all employees are required to reaffirm their commitment to abide by the BMC Code of Conduct on an annual basis. Additionally, employees can access online education modules on varying key legal and regulatory issues or business risks quarterly. These efforts further foster a culture of ethics and prioritize employee ability to execute business in accordance with applicable policies including the BMC Code of Conduct.
BMC is continuously enhancing its approach to corporate social responsibility in response to various factors, including worldwide socioeconomic and cultural influences and other global events.

The guiding principles previously mentioned are recognized by our leadership team to be immensely significant to adhere to and will be revisited frequently in order to verify our effective implementation. For more information about BMC’s commitment to social responsibility, please visit https://www.bmc.com/corporate/corporate-commitment.html.
About BMC
BMC delivers software, services, and expertise to help more than 10,000 customers, including 92% of the Forbes Global 100, meet escalating digital demands and maximize IT innovation. From mainframe to mobile to multi-cloud and beyond, our solutions empower enterprises of every size and industry to run and reinvent their businesses with efficiency, security, and momentum for the future.

BMC – Run and Reinvent

www.bmc.com