June 2026

BGF Public Human Rights Policy

1. Policy Statement

BGF is committed to respecting and promoting human rights across all aspects of our business, operations, and value chain. This commitment is rooted in our values and business principles and aligns with the expectations set forth in the UN Guiding Principles on Business and Human Rights (UNGPs), the International Bill of Rights, the Universal Declaration of Human Rights, and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. This policy applies to individuals and communities affected by our operations and value chain.

2. Commitment to Human Rights

- We will **respect human rights** and act in accordance with all relevant international standards and conventions, including the UNGPs, International Bill of Rights, and ILO Declaration.
- We will **assess our actual and potential impacts** on human rights through due diligence, annual risk reviews, and ongoing ESG assessments using independent ratings and gap analysis.
- We will **remediate any negative human rights impacts** caused or contributed to by our activities, working transparently and collaboratively with affected individuals, communities, and relevant authorities.

3. Guiding Standards

BGF's Human Rights Policy is committed to:

- The **UN Guiding Principles on Business and Human Rights** (UNGPs).
- The **International Bill of Rights** and the **Universal Declaration of Human Rights**.
- The **ILO Declaration on Fundamental Principles and Rights at Work**.

Where relevant, BGF may also refer to additional standards addressing specific human rights issues, such as the **UN Declaration on the Rights of Indigenous Peoples**, or local frameworks where our investments have a material impact on Indigenous communities.

4. Governance & Approval

- This policy has been reviewed and approved by BGF's Executive Committee, the highest governing body, ensuring accountability for ongoing implementation and periodic review.
- Responsibility for monitoring the policy and overseeing effective compliance is designated to the Head of ESG, with oversight from the Audit and Risk Committee.
- All employees are required to read and understand this policy.

5. Implementation & Review

BGF will:

- Maintain annual risk assessments and reviews of material suppliers to identify and address potential and actual human rights risks.
- Require portfolio companies with material risks to participate in independent ESG assessments and adopt robust procedures for reporting and remediation.
- Provide training for all employees and directors on human rights issues, including modern slavery, forced labor, discrimination, and our grievance procedures.
- Operate transparent escalation and whistleblowing procedures ensuring prompt response to any violations, with appropriate remedy and improvement.

6. Public Availability

This Policy will be maintained as a standalone, dedicated public document, accessible on BGF's website, and updated annually, or as required, to reflect legislative changes and best practice.