

Global Procurement

Responsible Sourcing Program Handbook

Edition 2.0

A supplier's guide to Bristol Myers Squibb's
sustainability and social impact requirements

CPO Message



“

Thank you for engaging and partnering with Bristol Myers Squibb. Together we must actively account for our impact on patient health, human rights and environmental stewardship across the supply chain. Your participation will help us ensure that we not only uphold these commitments but also work on the many challenges of a complex supply chain.

The **Responsible Sourcing Program** uses a tool to assess where you are on your sustainability and human rights journey. Our program sets goals and targets in a cadenced, incentivized approach. Over time, this will require you to meet minimum expectations for safeguarding people and the environment as well as demonstrate leadership and innovation, but we believe the benefits to patients and communities far outweigh the work behind the commitment. We will stay involved with your progress as we both aspire to continuous improvement.

We look forward to working with you to achieve our mission to discover, develop and deliver innovative medicines that help patients prevail over serious diseases. ”

Paula Glickenhau

Senior Vice President & Chief Procurement Officer

Introduction to the Responsible Sourcing Program Handbook

At BMS, how we do business is as important as what we achieve. The Responsible Sourcing Program is how we translate our company-wide commitments to environmental progress, human rights, patient access, and social impact into clear expectations and support for the suppliers and third parties we work with every day.



Why Your Partnership Matters

Responsible sourcing is a shared responsibility and a business imperative. Working together helps us:

01

Manage risk and strengthen supply chain resilience

02

Drive performance through continuous improvement and accountability

03

Support transparency and public disclosure expectations

04

Advance environmental and social outcomes across the value chain

05

Create mutual value through trusted partnerships, collaboration, and innovation

By embedding responsible business practices into our work together, we can build a more sustainable and resilient future while delivering better outcomes for patients, communities, and our businesses.

How to Use This Handbook

This handbook sets out how Bristol Myers Squibb engages with third parties on sustainability and social impact, and what’s expected of you as part of that partnership – organized so you can read it end to end or jump to the section most relevant to you.

PART 1 Our Sustainability Commitments BMS’s framework, public commitments, and our Third-Party Standards & PSCI alignment. p.6-12	PART 2 Our Responsible Sourcing Program EcoVadis assessment, the tier structure, and what's required at each tier. p.13-19	PART 3 Our Focus Areas Our programs across Human Rights, Social Impact, and Environmental Stewardship. p.20-32
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How every topic in parts 2 & 3 is organized

1 What It Is / Why It Matters The requirement, and why BMS asks for it.	2 What This Means for You Your specific obligation or action.	3 The Process How it works, step by step.	4 Resources / Next Step Where to go for tools and support.
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Our Sustainability Commitments

Everything in this section – our sustainability framework, our public commitments, and why they extend into the supply chain – exists in service of one outcome: patients getting the safe, high-quality medicines they need, reliably wherever they live.



Sustainability and Social Impact: Overview

Our Approach to Sustainability and Social Impact



At BMS, our purpose for making an impact extends beyond the discovery, development, and delivery of innovative medicines. Through our Sustainability & Social Impact (SSI) strategy, we mobilize our capabilities and resources to positively impact patients, people, and communities while building business resilience and driving long-term value.

Our SSI strategy is integrated into how we operate, helping create the conditions for scientific innovation to thrive while reducing business risk, improving operational performance, and expanding access to medicines.

We manage sustainability with the same rigor applied to other strategic business investments. Sustainability initiatives are evaluated through structured governance processes, business case analysis, financial assessment, and performance measurement to ensure accountability and measurable impact.

Our governance model aligns sustainability priorities with business strategy and promotes engagement across the Board of Directors, executive leadership, and key business functions.

Read more about our principles, strategies and impact in our [Annual Impact Report](#)

Annual
Impact Report

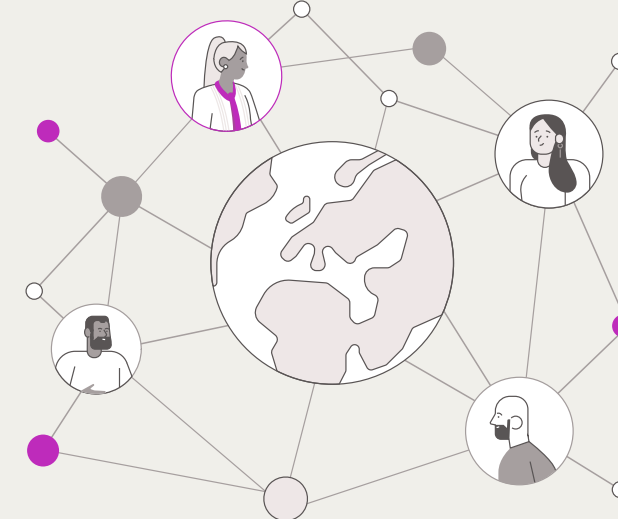


Scan the code or visit
esg.bms.com

Sustainability and Social Impact: Overview

Sustainability & Social Impact Framework

Our Sustainability & Social Impact strategy is integrated into our business strategy, helping us create value, strengthen resilience, manage risk, and improve outcomes for patients, people, communities, and the environment.



Four Strategic Pillars

Advancing Patient Health Around the World

- Expanding access to innovative medicines
- Reducing barriers to patient access
- Strengthening healthcare systems
- Advancing patient-centered solutions

Expanding the Boundaries of Science

- Accelerating innovation
- Supporting scientifically representative clinical research
- Addressing high unmet medical needs
- Improving patient outcomes through science

Creating an inclusive workplace

- Creating an inclusive workplace
- Supporting employee wellbeing
- Building capability and leadership
- Strengthening culture and engagement

Progressing Environmental Stewardship

- Reducing greenhouse gas emissions and pollutants
- Advancing renewable energy
- Conserving water resources
- Minimizing waste and environmental impacts

Environment, Health & Social Priorities Intersect the BMS Commitments



Environment



Social



Governance

Key Priorities

- Embracing environmental stewardship
- Developing medicines with reduced environmental impact

- Promoting product quality & safety
- Promoting fair & respectful workplace practices; upholding human rights
- Expanding patient access & driving innovation

- Maintaining highest ethics, integrity & compliance
- Upholding Board oversight & accountability

BMS Commitments

2028

- Engage 75% of our third parties (by emissions) to adopt science-based or science-aligned targets

2030

- 100% purchased electricity from renewable sources

2033

- Reduce absolute Scope 1 and 2 and absolute Scope 3 GHG emissions
- Reduce freshwater withdrawal by 20%

2040

- Transform to 100% electric vehicles in our commercial fleet
- Achieve zero operational waste to landfill
- Implement water stewardship across our operations; increase the understanding of our value chain water footprint

2050

- Reach Net-Zero GHG emissions across our value chain

- Our Access strategy includes a commitment to expand access to our innovative medicines for patients in LMICs and around the world
- Through this, we focus on strengthening access pathways, supporting health systems, and advancing long-term, scalable solutions that address diseases in settings with high unmet need

- Our governance model links core business considerations with our SSI strategy and promotes engagement and alignment from the BMS Board of Directors and BMS' most senior leaders, with core support from key functional areas

Our North Star: Patients



At BMS, patients are at the heart of everything we do. Our mission is to discover, develop, and deliver innovative medicines that help patients prevail over serious diseases.

Achieving that mission depends on patients having access to safe, high-quality medicines when and where they need them. That requires a responsible, resilient, and trusted value chain. Through our Double Materiality Assessment, we recognize that environmental stewardship, ethical business conduct, and resilience across our operations and supply chain all play an important role in supporting product quality, continuity of supply, and long-term access to medicines. These priorities help us create lasting value for patients, society, and our business

What This Means for You

As a BMS supplier or third party, the work you do can ultimately affect patients. Through responsible business practices, operational excellence, and a commitment to continuous improvement, you help strengthen the foundation on which patients depend.

Together, we can build a trusted and resilient value chain that supports access to safe, high-quality medicines for patients around the world. This directly impacts:

- Regulatory Readiness & Compliance to global supply chain measures
- Market access with health systems requiring supply chain transparency
- Innovation with the opportunity to drive better outcomes through BMS-Third party collaboration; this is prioritized for suppliers who demonstrate higher maturity and readiness to drive more advanced methods forward

Our Foundation: BMS Enterprise Standards

The Responsible Sourcing Program brings BMS's enterprise-wide standards to life by translating them into practical expectations and processes.



Sustainable Procurement and Operations Policy

BMS's company-wide commitment to sourcing responsibly across the value chain.



BMS Standards of Business Conduct & Ethics for Third Parties

The baseline standards for engagement with BMS on topics such as human rights, business conduct and ethics, and environment, health, safety, and sustainability.



PSCI Principles for Responsible Supply Chain Management

The industry-recognized framework this program is aligned to. The Principles address five areas of responsible business practice: ethics, labor, health & safety, environment, and management systems.

Additional Supporting Documents



Global Position Statement on Human Rights



Impact Report



Modern Slavery Report



Environmental Stewardship Report

What this means for you

The Responsible Sourcing Program and details articulated in this Handbook – EcoVadis assessments, scorecard tiers, SBTi climate targets, Human Rights Due Diligence, and our Small Business Program – are specifically designed to operationalize these foundational expectations and engagement priorities.

Program at a Glance

Responsible sourcing at BMS is a partnership that grows over time. Every supplier begins at the same foundation – demonstrating compliance with BMS code of conduct standards and alignment to global norms. We work with suppliers to build capacity for greater responsibility in our impact.



A supplier's growth path

01 STARTING OUT

The foundation every RSP supplier builds from

Sustainability Policy alignment
All RSP suppliers

EcoVadis assessment
All RSP suppliers

Complying with your EcoVadis tier's minimum requirements
All RSP suppliers

Human Rights Due Diligence baseline
All RSP suppliers

Norms or Regulatory Data Requests (PCFs, PFAS, PPWR, Water)
Selected suppliers

02 ADVANCING

Deepening practices as the partnership matures

Public disclosure of your Sustainability progress
Achiever & High Achiever

Cascading standards to your own suppliers
High Achiever

Decarbonization Accelerator (GHG Inventory)
Selected suppliers

Activate- API External Manufacturing Decarbonization
Selected suppliers

Small Business & Economic Impact participation
Where applicable

03 LEADING

BMS's most advanced sustainability partnerships

Decarbonization Accelerator (Strategy, SBTi, PCFs)
Selected suppliers

Energize- renewable energy access
Selected suppliers

Converge- My Green Lab certification
Selected suppliers

Activate- API External Manufacturing Decarbonization
Selected suppliers

Innovation Partnership
Selected High Achievers

Our Responsible Sourcing Program

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Sustainable Procurement & Operations Policy

What it is / why it matters

A policy complementing your BMS supplier agreement, setting out BMS's environmental sustainability, decarbonization, and human rights due diligence expectations. It reflects growing regulatory expectations for supply chain due diligence, and supports BMS's own Science Based Targets, which depend on emissions reductions across the supply chain – not just BMS's own operations.

What this means for you

Applies once BMS notifies you that you're in scope. Acknowledging the Policy doesn't replace your contract: Where your Agreement is silent, the Policy applies; where they conflict, your Agreement prevails. The policy specifies ways of working in this domain.

The process – Acknowledging the policy



You're Notified

BMS reaches out if you're identified as in scope – rollout is ongoing, not all at once.



You Review

You receive the Policy as a non-editable PDF to review internally with the relevant teams.



You Acknowledge

You confirm acknowledgment on the BMS website within 60 days. BMS tracks this and follows up as needed.



Resources /
next step

[Sustainable Procurement and Operations policy](#)

Questions: Sustainableprocurement@bms.com or your BMS procurement contact

EcoVadis: How We Assess You

What it is / why it matters

EcoVadis is the ratings platform BMS uses to assess sustainability and social responsibility performance across its supply chain, tailored to your industry, size, and geography. Every submission is reviewed by qualified sustainability experts, not scored automatically. EcoVadis is your entry point into the Responsible Sourcing Program — your result determines your tier and what's expected of you next.

What this means for you

Applies to all RSP suppliers. How often you're reassessed depends on your tier: **every 12 months as an Aspirant** (<35 overall score), **24 months as an Achiever** (35-59), or **36 months as a High Achiever** (≥60).

The process



Register and Complete the Assessment

Share your existing scorecard or register on the [EcoVadis Platform \(BMS Landing Page\)](#) and complete the questionnaire tailored to your size, geography and industry.



Expert Review

EcoVadis' sustainability experts assess the evidence you submit and calculate your scorecard.



Receive Your Score

You receive your rating, your tier, and any corrective actions — then reassess on your tier's cycle.



Resources /
next step

See The Three Tiers (p.16) for what your score means
[Bristol Myers Squibb EcoVadis Page](#) for more on the platform

The Three Tiers

? What it is / why it matters

Your EcoVadis score places you into one of three tiers. Each reflects a different level of sustainability program maturity – and comes with its own BMS requirements, shown below.

Aspirant

EcoVadis score: Below 35

Significant gaps identified – corrective action needed to prevent performance escalations.

Achiever

EcoVadis score: 35-59

Some gaps remain; programs are generally in place to address them.

High Achiever

EcoVadis score: 60 or above

Robust program in place – prioritized to collaborate and innovate for the future.

What each tier requires

	ASPIRANT	ACHIEVER	HIGH ACHIEVER
Respond to corrective actions from EcoVadis / BMS audits	✓	✓	✓
Set annual sustainability goals (science-aligned, externally verifiable)	✓*	✓	✓
Complete annual public disclosure reporting	—	✓	✓
Cascade standards to your own suppliers	—	—	✓
Partner on Impact Initiatives (select suppliers only)	—	—	✓

⌚ *Aspirants have 2 years (2 reassessments) to reach Achiever to avoid performance escalations. Achievers and High Achievers are expected to keep improving – see Managing Non-Compliance (p.19) for how actions are prioritized.*



Resources / next step

See the following sections for guidance on meeting tier requirements.

Public Disclosure Expectations



What it is / why it matters

Public disclosure — reporting your sustainability performance through a third-party platform and/or through a global recognized framework — is increasingly an industry standard, not just leading practice. BMS encourages all suppliers to begin their disclosure journey, using platforms such as CDP, GRI, and/or ISSB (*IFRS S1 & S2*), to build transparency and benchmark against industry peers.



What this means for you

Encouraged for all suppliers — required from Achiever tier and above. Select suppliers may also be asked directly by BMS to report through the CDP Climate Change Questionnaire (*see Supply Chain Climate Disclosure, p.29*).

The process



Choose a Platform

Investigate platforms such as CDP, GRI, and ISSB (*IFRS S1 & S2*) — the emerging global baseline — and choose what fits your organization.



Register & Report

Register on your chosen platform and complete its disclosure questionnaire.



Share Your Results

Share your results with BMS so we can reflect your disclosure in your program record.



Resources / next step

See Supply Chain Climate Disclosure (p.29) for the CDP-specific process
Cascading Standards (p.18) for what's next as a High Achiever

Cascading Standards to Your Supply Chain



What it is / why it matters

Responsible sourcing only works if it extends through the full supply chain, not just BMS's direct suppliers. Cascading these standards further up the chain helps manage risk and extend impact where it matters most.

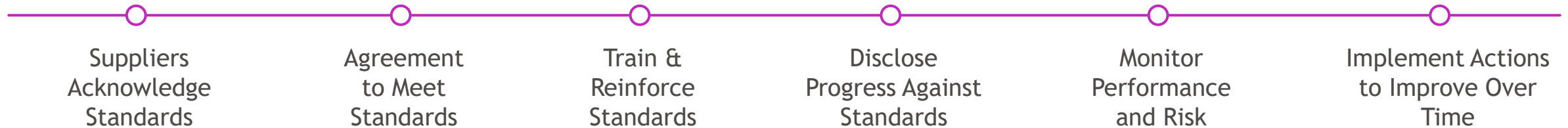


What this means for you

Encouraged for all suppliers, if you're rated High Achiever in your EcoVadis assessment for BMS, you're requested to cascade these standards to your own suppliers – with particular attention to direct material due diligence; higher-risk commodities such as rubber, palm oil, sugar, talc, soy, carnauba wax, and fish oil.

The process — An illustrative way to cascade responsible sourcing standards to suppliers upstream

Cascading Responsible sourcing standards to suppliers — from acknowledgment to full implementation with your own suppliers; there are various ways to address supply chain due diligence



Resources /
next step

[Third Party Standards](#) & [The Principles - PSCI](#), [Supply Chain Materiality Assessment](#)*

Managing Non-Compliance



What it is / why it matters

BMS takes a risk-based approach to non-compliance — findings are addressed according to how severe, how systemic and how relevant to the business, not treated as one-size-fits-all.



What this means for you

Findings may involve BMS's Third Party Risk Management team and can affect your relationship with BMS — particularly for critical or major risks such as labor, human rights, and safety violations.

The process — How a finding is handled



Corrective Action Assigned

A corrective action plan is assigned based on the finding(s).



Prioritized by Severity

Handled severe before moderate, and systemic before isolated issues.



Escalated when Significant

Critical or major risk findings are escalated for further review with explicit timelines and evidence requirements.



Resources /
next step

[BMS Standards of Business Conduct & Ethics for Third Parties](#) (see Foundations, p.11)

Our Focus Areas

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Human Rights Programs



Human Rights Due Diligence: Our Approach

Human Rights Due Diligence (HRDD) is how BMS identifies, assesses, and addresses potential human rights risks across our supply chain and third-party relationships. It helps confirm that the suppliers and partners we work with are upholding the principles set out in the BMS Third Party Standards. By proactively identifying and addressing risks, HRDD supports responsible business conduct, regulatory compliance, and continuous improvement across our value chain.

Risk-Based Approach



Prevent

Identify risk early using tools aligned with international standards.



Mitigate

Work with suppliers to address and remediate adverse impacts.



Improve

Apply learnings and evolving legislation to strengthen our approach over time.

Expanding Global Requirements

As disclosure requirements grow globally, BMS may request additional information, assessments, or engagement from suppliers. Even where a supplier is not independently in scope, activities performed on behalf of BMS may fall within our own due diligence and reporting obligations.

Human Rights Due Diligence: Our Expectations



What this means for you

HRDD engagement is not determined by EcoVadis tier alone. BMS expects you to:

Engage with the Responsible Sourcing Program to demonstrate alignment with the BMS Third-Party Standards.

Cooperate with reasonable requests for information, documentation, or follow-up on human rights risk management.

Address any identified gaps through assigned corrective action plans.

Third Party HRDD Toolkit



HRDD Due Diligence Questionnaire

Deployed as needed within the BMS Third Party Risk Management program.



EcoVadis Assessment

The EcoVadis scorecard Labor & Human Rights pillar informs third-party human rights risk assessment.



Corrective Actions

When gaps to BMS Third Party Standards are identified, we assign EcoVadis corrective actions to close them.



Additional Measures

Depending on risk, we may deploy further due diligence tools, such as on-site human rights assessments.



Resources / next step

[BMS Standards of Business Conduct & Ethics for Third Parties](#)

[Modern Slavery & Human Trafficking Statement](#)

[Impact Report — Human Rights](#)

[Global Human Rights Position Statement](#)

Social Impact Programs



Small Business Program



What it is / why it matters

BMS seeks qualified small business suppliers through open, competitive sourcing – creating opportunity, strengthening supply chain resilience, and driving mutual growth alongside our small business subcontracting goals under our federal contracts.



What this means for you

Contracts are awarded based on quality, expertise, reliability, and merit. Being certified gives visibility to BMS sourcing teams, and staying current on certification, SAM.gov, and business changes keeps you part of that pipeline. Your participation directly supports the small-business impact BMS reports and champions.

The process – Identification, certification & ongoing compliance

Suppliers move through these milestones during onboarding and each partnership cycle

Onboarding

Ongoing / Annual

Register in
[SAM.gov](https://sam.gov)

Identified at
[Onboarding](#)

Complete
Self-Certification

Contract Awarded
on Merit

Results Reported
Annually



Resources / next step

Self-Certification | [SAM.gov](https://sam.gov) Registration | Mentorship & Proposal Support | Networking Events | smallbusinessprogram@bms.com

Economic Impact Assessment



What it is / why it matters

Every BMS supplier partnership contributes to a broader economic footprint – supporting jobs, local economies, tax revenue, and business growth beyond the contract itself.



What this means for you

Your partnership with BMS is part of a measurable, positive economic contribution. Strong performance and engagement help amplify that impact and our stories together.

The process – Assessed annually & shared across multiple channels

The supplier network’s economic footprint moves through these steps each year

Cycle Begins

Reported Annually



Resources /
next step

Stay engaged as a supplier – your work is part of the impact we report. Questions about how this is measured?
smallbusinessprogram@bms.com

Environmental Stewardship Programs



Decarbonization Accelerator Program



What it is / why it matters

75% by 2028

BMS's Science Based Targets were approved by the SBTi in 2024. BMS has committed to 75% of its suppliers, by emissions, to have a science-aligned or science-based target by 2028. With the majority of BMS's emissions sitting in its value chain (Scope 3), the Supplier Decarbonization Accelerator is BMS's program for reaching top-emitting suppliers with the resources and support needed to get there.



What this means for you

BMS notifies its top emitting suppliers to set Science Based Targets; Suppliers can join the BMS Decarbonization Accelerator and receive support towards setting their own corporate level decarbonization targets. Suppliers can also meet the expectation by sharing their SBTi approved targets or working with BMS to validate its science aligned targets. Deeper collaboration on decarbonization efforts, including product and service level abatement, can be expected for select suppliers.

The process – Setting & validating your target

Suppliers work through these milestones between now and 2028



Resources

[RS @ BMS](#) | [SBTi Getting Started Guide](#) | [SBTi Standards & Guidance](#) | [SME Streamlined Validation Route](#) | [SBTi FAQ](#)

Supply Chain Climate Disclosure



What it is / why it matters

BMS asks strategic suppliers to disclose climate-related information annually, giving BMS precise, standardized data on supply chain emissions and driving progress over time. Today this is done through CDP's Supply Chain program, widely used across industries, so a single response can also serve your other customer relationships. BMS may recognize other equivalent disclosure platforms and methodologies as this space evolves.



What this means for you

Applies to select suppliers invited by BMS. Disclosure follows an annual cycle through CDP today; BMS will confirm if other platforms become acceptable alternatives.

The process — Your annual disclosure cycle

This cycle repeats every year, regardless of which disclosure platform applies

Prepare

Compile your emissions and climate data ahead of the reporting window opening.



Disclose

Submit your response through your assigned platform by the scoring deadline.



Receive Results

You and BMS receive your results, informing next year's priorities and advancing progress year over year.

Looking ahead

- BMS is moving toward greater use of product-specific emissions data — Life Cycle Assessments (LCAs) and Product Carbon Footprints (PCFs) — to meet market access and regulatory requirements while informing purchasing decisions. BMS is driving collaboration on the exchange of product level environmental data.
- BMS is assessing its physical and transition climate risk with the value chain representing an increasingly important role to address future risks.



Resources

[CDP Guidance Portal](#) | [CDP FAQs](#)

Energize: Renewable Energy Access



What it is / why it matters

Energize is an industry-wide collaboration powered by a specialized renewable energy platform and endorsed by the Pharmaceutical Supply Chain Initiative (PSCI) that lets suppliers join with other companies to buy renewable electricity directly from new solar or wind projects. As suppliers shift to renewable electricity, their own Scope 2 emissions reduce, which in turn reduces BMS's Scope 3 footprint.



What this means for you

Available to all BMS suppliers; highly encouraged for those top emitting suppliers with Scope 2 emission reduction requirements. Joining is voluntary; you decide independently whether to enter into any resulting contracts.

The process — How a Cohort works

Engagement campaigns for this program typically run in the fall and spring, with supplier-specific opportunities available year-round.



Get Free Education on Renewables

Assemble a team of procurement, tax, finance and sustainability team members to learn what it takes to purchase renewables from global experts.



Join a Cohort

You'll combine your electricity demand with other companies so the group can approach renewable energy developers together. This enables better pricing through aggregated demand and sharing of administrative costs.



Consider Your Options

If it makes sense for your business, you may choose to enter into your own renewable energy agreement with the developer — an independent decision that can help reduce your Scope 2 emissions.



Resources

[Introducing Energize](#) | [Resource Advisor+ for Supply Chain](#)

My Green Lab: Lab Sustainability Certification



What it is / why it matters

BMS is a founding sponsor of My Green Lab's Converge initiative, alongside several other leading pharmaceutical companies. Converge encourages suppliers with significant laboratory operations, including CROs, CMOs, and CDMOs – to reduce their environmental impact through MyGreenLab Certification. With lab operations representing a hot spot of emissions for the BMS supply chain, this supports BMS's Scope 3 goals while helping suppliers build a culture of sustainability in their own labs.



What this means for you

Applies to lab suppliers invited by BMS – particularly CROs, CMOs, and CDMOs with significant laboratory operations. Joining is voluntary and encouraged; you decide where to adopt the MGL certification across the lab network.

The process

Engagement campaigns for this program typically run in the spring and fall, with supplier-specific opportunities available year-round.



Join & Certify

You'll join Converge and pursue My Green Lab Certification for your own laboratory operations.



Access Tools & Support

You'll get an Impact Estimator to measure your environmental reductions, a peer network for shared learning and a certification process that puts your lab teams on a path to reduce waste and have clear metrics for ROI.



Looking Ahead

BMS is incorporating the My Green Lab ACT Ecolabel into buying channels and sourcing events to standardize transparent environmental ratings for lab equipment, consumables and reagents.



Resources

[MyGreenLab](#) | [Converge Initiative: Driving Collaborative Supply Chain Engagement](#)

Activate: API External Manufacturing Decarbonization

What it is / why it matters

BMS is a founding member of Secaro's Activate program, which coalesces global pharmaceutical companies with their active pharmaceutical ingredient (API) supply chains. API manufacturing is especially resource- and energy-intensive, and a considerable share of it happens in regions without ready access to decarbonization infrastructure. A shared third-party platform lets BMS and its peer companies tackle this challenge together, rather than each asking suppliers separately.

What this means for you

This is expected of API manufacturers and CMOs invited by BMS to join the program to drive decarbonization initiatives. Participation gives access to decarbonization resources, expert support, and industry benchmarking.

The process

Engagement campaigns for this program typically run in the spring and fall, with supplier-specific opportunities available year-round.



Join & Measure

You'll join Activate and disclose your facility-level emissions on the platform, establishing your baseline from day one.



Get Guided Support

You'll get access to a dedicated API Playbook and support from a program team connected to a network of decarbonization experts, tools and resources.



Build & Implement

You'll use these resources to build and implement a reduction plan – with your progress visible to participating pharmaceutical companies, including BMS.



Resources

[Activate program overview](#)



Bristol Myers Squibb®