

# RewAir Group

## Supplier Code of Conduct

The RewAir Group Supplier Code of Conduct is valid for companies supplying (“Suppliers”) to the parent company RewAir Holding A/S and to the controlled subsidiaries of RewAir Holding A/S (“RewAir Group”).

The RewAir Group Supplier Code of Conduct is the core document on which RewAir build its efforts to source responsibly and in accordance with sound corporate values.

The RewAir Group is committed to adhere to national legislation and globally recognized standards for health and safety matters, the environment, human rights, labor rights and anti-corruption and anti-bribery.

A given Supplier is part of the RewAir Group supply chain. As such the Supplier must honor the same sustainability standards as given for the RewAir Group. These standards are defined below.

### Compliance with Laws:

The Supplier complies with relevant international conventions and all applicable national and/or local laws and regulations, including but not limited to those related to human rights and labor, immigration, health and safety and the environment.

### Health and safety:

The Supplier takes a responsible approach to the health and safety of its employees, and

- control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases,
- provide training and ensure that employees are educated in health and safety matters related to their job activities, and
- document training activities in a suitable management system.

### Respect for basic human rights

The Supplier respects the basic human rights of its employee’s, and

- promotes equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age,
- respects the personal dignity, privacy and rights of the individual,
- refuses to employ or make anyone work against his/her will,
- refuses to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination,

- prohibits behavior including gestures, language and physical contact, that is sexual, threatening, abusive or exploitative,
- provides fair remuneration and guarantee the applicable national statutory minimum wage,
- complies with the maximum number of working hours laid down in the applicable law(s), and
- recognizes, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.

### Prohibition of child labor:

The Supplier does not use child labor, and

- no worker under the age of 15 years are employed, and
- no worker under the age of 14 years are employed in those countries subject to the developing country exception of the ILO Convention 138.

### Bribery and corruption:

The Supplier does not tolerate bribery or corruption by any of its employees or anyone acting on behalf of the Supplier, this includes

- any payment or other form of benefit conferred on any government official for the purpose of influencing decision making in violation of the law, and
- complying with any anti-corruption laws in the countries where the Supplier carries out business.

### Gifts and entertainment:

The Supplier or representatives of the Supplier will not give RewAir Group employees, representatives or anyone closely related gifts, directly or indirectly, except for promotional items of minimal value.

Please accept that hospitality such as social events, meals or entertainment may be received by RewAir Group employees from our Suppliers if there is a clear business reason, however the costs must be kept within reasonable limits.

### Environmental protection:

The Supplier acts in accordance with the applicable statutory international standards regarding environmental protection, and

- strives to minimize environmental pollution and make continuous improvements in environmental protection,
- have introduces employees and have implemented a reasonable management system where all employees can report environmental issue and/or incident directly in the system, and
- refrains from using substances listed in the prevailing version of the RewAir Chemical and Material Blacklist to be accessed on [www.rewair.com](http://www.rewair.com). /Quality & HSE / Blacklist.

**Supply chain:**

RewAir Group seeks to only do business with suppliers that comply with applicable legal requirements and other standards as described above, and expects that the Supplier takes a similar approach i.e. Supplier

- use reasonable effort to promote among its sub-supplier's compliance with this Code of Conduct, hereunder to increase awareness among its sub-suppliers of universally recognized standards which includes respect for health and safety, the environment, human rights, labor rights and anti-corruption and anti-bribery, and
- comply with the principles of non-discrimination with regards to supplier selection and management.

In case Supplier introduces changes to material, processes, methods or alike that introduces risks for significant changes to the supply and/or properties of the supply, Supplier commits to inform the RewAir Group well in advance of the planned change, and with the aim of ensuring that such changes does not affect the supply from RewAir Group to its client(s) in ways unacceptable for the client(s) of the RewAir Group.

We confirm that we comply with this RewAir Group Supplier Code of Conduct

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Date

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Company legal name

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Signature

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Name in capital letters and title of signing person