

Supplier Code of Conduct

(hereinafter “Code”)

For suppliers to
RewAir Holding A/S and controlled subsidiaries.

(hereinafter “RewAir”, “We” or “we”)

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Supplier Code of Conduct

To underline our commitment to ethical, legal, social, and environmental standards we have developed this Supplier Code of Conduct that we expect all our vendors of goods and services, their employees, and subcontractors ("Suppliers") to follow in any business dealings with RewAir.

The actions and business practices of our Suppliers have a significant impact on RewAir. Hence, we expect all Suppliers to understand and to adhere to our standards, as set forth in this Supplier Code of Conduct. It is the responsibility of each Supplier to ensure that their own suppliers adhere to a similar Code and level of compliance.

Our commitments

RewAir strives for sustainable long-term business development and is committed to full compliance with its business Code of Conduct (Employee Code of Conduct) and Sustainability Policy in all its activities. RewAir supports the United Nations Global Compact (UNGC) and has committed itself to monitor and analyze its Greenhouse Gas footprint and to gradually become climate neutral.

When carrying out procurement duties, all RewAir employees are expected to share with Suppliers this commitment, and to report any practices in dealings with business partners that are in violation of the Code. Our Supplier Code of Conduct sets the norms of behavior in all our activities. Not respecting our values shall be considered a serious breach and will cause us to terminate any existing contractual agreements and our business relationship.

Our expectations towards Suppliers

Our Suppliers form an integral part of our network. All Suppliers are expected to act and operate with integrity and in compliance with all applicable laws and regulations. RewAir expects its Suppliers to share its commitment to ethical business practices, human rights, labor standards, anti-corruption, and non-discrimination as well as not to allow modern slavery, forced or child labor. Suppliers are expected to comply with RewAir's internal code of conduct (the Employee Code of Conduct), and to have their own related policies and programs in place to verify compliance.

All Suppliers are expected to continuously develop, improve, and engage in finding innovative and sustainable solutions. We also expect our Suppliers to work in line with RewAir's principles and to continuously improve their sustainability activities and find ways to reduce their environmental footprint by reducing consumed resources, using more clean energy, and generating less waste.

RewAir expects its Suppliers to actively monitor and ensure compliance with all applicable environment, health and safety laws and regulations, including ensuring the protection of the health and safety of employees and the local neighborhoods of any sites or locations in which they operate. If a violation occurs, public explanations shall be issued promptly, steps taken to make good the violation, and verification provided of the effectiveness of the corrective actions taken.

Suppliers shall disclose to RewAir any situation that may appear to be a conflict of interest, as well as protect all confidential information and intellectual property provided by RewAir and its business partners.

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The latest version of the RewAir Employee Code of Conduct and this Supplier Code of Conduct is published on our website [www.rewair.com/QHSE & Compliance/Code of Conduct](http://www.rewair.com/QHSE%20&%20Compliance/Code%20of%20Conduct).

The latest version of the RewAir Sustainability Policy is published on our website www.rewair.com/Sustainability/Policy