

Supplier Code of Conduct

(hereinafter “Supplier 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. It is the responsibility of each Supplier to ensure that their own suppliers adhere to a similar Supplier 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 work towards climate neutral.

When carrying out procurement duties, RewAir employees are expected to share with Suppliers (for Suppliers as categorized by RewAir expected to work under this Supplier Code) this Supplier Code, and to report any practices in dealings with business partners that are in violation of the Supplier Code. Not respecting the Supplier Code shall be considered a serious breach and will cause us to terminate any existing contractual agreements and our business relationship.

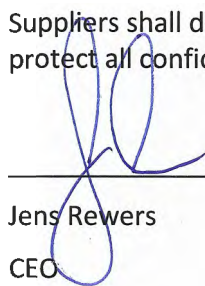
Our expectations towards Suppliers

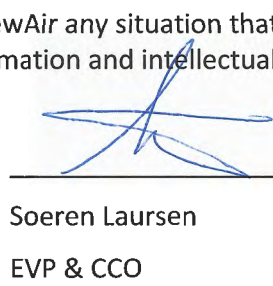
Our Suppliers form an integral part of our network. All Suppliers are expected to act and operate with integrity and in compliance with all applicable laws and regulations. RewAir expects its Suppliers to share its commitment to ethical business practices, human rights, labor standards, anti-corruption, 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.



Jens Rewers
CEO

Soeren Laursen
EVP & CCO

Alberto Moro Romero
COO

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).