

## Aircom Automotive Sustainable Procurement Policy

**Aircom Automotive Sp. z o.o. Sp. k. company specializes in design, production, assembly of components and pneumatic compressors based on the sustainability policy.**

Aircom's Automotive overarching aim is committed to addressing sustainable procurement by adopting the key elements of sustainability, namely, environmental quality, social justice, and economic prosperity.

We recognise that the products and services we procure have both environmental and social impacts and are committed to addressing these through our procurement procedures. Our policy for sustainable procurement will be to acquire products and services that meet the Customer's needs, deliver long term value for money, maximize social and economic benefits, and minimise damage to the environment and health.

### Our aims and objectives are to:

- Procure from ethical and legal sources;
- Demonstrate existence of procedures to prevent: money laundering, fraud, bribery, corruption, conflict of interest, data security issues;
- Include sustainability criteria when appointing the services of Sub-contractors;
- Influence Clients and Designers when specifying materials to encourage the specification of materials with a recycled content, or materials that can be easily recycled at the end;
- Require that all members of the supply chain comply with relevant legal requirements according to industry guidelines and standards, and be able to demonstrate compliance;
- Aim to avoid the use of materials and substances with hazardous properties, and processes that could cause damage to the environment and health;
- Minimize our environmental impact and deliver community benefits through better selection and improved usage of products and services;
- Foster innovation in our supply markets to increase the availability and effectiveness of sustainable solutions that meet our organizational requirements;
- Encourage our suppliers to adopt practices that minimize their environmental impact and deliver community benefits in relation to their own operations and throughout the supply chains in which they operate;
- Work in partnership with suppliers to achieve our common goals and continually improve performance over time;
- Prohibit slavery and use of forced, bonded or child labor across the supply chain

- Prohibit unlawful discrimination and harassment to provide a safe and inclusive work environment.

**We declare, that we** treat our employees and contractors with respect, observe principles of basic employee rights, follow the Code Ethics and Business Conduct.

The Company recognises the important role it has to play for the achievement of a more sustainable future and will implement this procurement policy as an element within our overall sustainability strategy.

Pietrzykowice, 21.03.2021

Dominik Gschwender

Handwritten signature of Dominik Gschwender in blue ink, with the letters 'CEO' written in a smaller font at the end of the signature.