

Aircom Automotive Supplier Sustainability Policy and expectations to direct and indirect suppliers

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

Our goal is to manufacture the highest quality products with respect for the environment and the principles of occupational health and safety. We declare that our products are safe and recyclable.

We expect that our suppliers follow our sustainability principles when conducting their own business. For this reason we are looking for suppliers and service providers who are committed to ethical principles set out in this Supplier Sustainability Policy.

Aircom expects the supplier to monitor and communicate the following principles to its own suppliers in order to ensure commitment to environmental and social responsibility.

PRINCIPLES FOR OUR SUPPLIERS:

1. GENERAL:

The supplier shall comply with applicable legislative and regulatory requirements.

2. LABOUR AND HUMAN RIGHTS:

Child labour and young workers:

No person shall be employed who is below the minimum legal age for employment. It is forbidden to use children under the minimum legal working age or fifteen (15) years old; whichever is higher, as labour. Employees under eighteen (18) years of age shall not carry out hazardous work.

Compulsory labour:

The Supplier shall not engage in or support the use of any form of forced, compulsory, illegal labour or human trafficking.

Working hours, wages and benefits:

Work must take place on a voluntary basis, and personal documents and possessions must not be confiscated in order to force somebody to work. Human rights must be respected. As a minimum, statutory wages must be paid and applicable working time legislation must be followed.

Freedom of association & the right to collective bargaining:

Employees shall be free to form and join, or not to join, trade unions and to bargain collectively. Employee representatives must be protected from discrimination. They shall be granted free access to the workplaces of their colleagues to ensure that they can exercise their rights in a lawful and peaceful manner.

Ethical Recruiting:

When deciding to hire an employees, suppliers must be guided by his experience, knowledge and skills. It is absolutely unacceptable for her to be affected by such factors such as age, race, gender, sexual orientation, religion or political beliefs.

Diversity, equity and Inclusion:

Diversity, equality and inclusion are important in the development of entire organizations. Our suppliers should, despite the differences between employees or teams, take care of and understand their development needs and support them.

Land, Forest and Water Rights and Forced Eviction:

Suppliers must respect land, forest and water rights and forced evictions as define in applicable national and emerging international standards.

Use Of Private or Public Security Forces:

The role of public or private security forces at suppliers should only be maintenance the rule of law, including the protection of human rights, assurance safety of company employees, equipment and objects.

Non-discrimination & Integration:

No employee shall be discriminated on grounds of their gender, marital or parental status, ethnic or national origin, sexual orientation, religious belief, political affiliation, age, or disability.

3. HEALTH AND SAFETY

The suppliers shall provide a safe and healthy working environment and take all practicable steps to prevent incidents and injuries. Occupational hazards and injuries shall be documented and necessary measures shall be taken to prevent accidents from reoccurring. The suppliers shall ensure that all employees are provided with necessary instructions, training and personal protective equipment free of charge necessary for facilitating safe work methods.

4. BUSINESS ETHICS**Anti-corruption:**

All forms of corruption and bribery are unacceptable. Supplier should work against corruption and bribery in all its forms, including but not limited to extortion, fraud, money laundering and facilitation payments.

Financial responsibility (accurate records):

Suppliers must accurately, responsibly and honestly record, maintain and report business records.

It is expected, that books and records will be kept in accordance with applicable law and generally accepted principles accounting.

Fair competition and anti-trust:

Aircom expects its suppliers to comply with antitrust and competition laws. We also expect them to know and comply with applicable international trade laws and sanctions.

Counterfeit parts:

Suppliers should develop, implement and maintain methods and processes appropriate to their products and services to minimize the risk of introducing counterfeit parts and materials. Effective methods are also expected to be developed to detect counterfeit parts and materials, and if found, to quarantine the materials and notify the customer and/or law enforcement authorities as appropriate.

Conflicts of interest:

Aircom doesn't expect its suppliers to take any actions that lead to a conflict of interest or even give the appearance of such a conflict.

Whistleblowing and protection against retaliation:

Suppliers must ensure their employees, stakeholders and external parties the opportunity reporting complaints, grievances, irregularities, violations of the law. Information provided as part of a complaint, grievances or notification of irregularities or violations of the law must be confidential and protected against disclosure unauthorized persons. The fact of their transfer in any the accident must not adversely affect the situation of the persons concerned transmitting.

Export controls and economic sanctions:

Suppliers are required to comply with export control policies and economic sanctions in accordance with applicable law.

Privacy and data protection:

Aircom considers all information in its possession to be assets and protects it accordingly. These include tangible and intangible assets such as our technology, business information and intellectual capital. We expect trade secrets, confidential information of all forms, plans to develop new products or services, and other sensitive corporate and personal information to be protected by appropriate and reasonable safeguards and, where necessary, legally enforceable agreements. Certification according to ISO/IEC 27001:2013 is welcomed.

5. ENVIRONMENT

Air and water quality, reduction of waste, renewable energy, noise and GHG emission:

Aircom expects its suppliers to actively support environmental protection by using processes that avoid waste, improve quality and promote the efficient use of resources at their sites. Suppliers must comply with the relevant environmental laws and regulations. The business must be run in such a way that serious discharges and emissions to the ground, water and air are systematically prevented. Certification according to ISO 14001:2015 is welcomed.

Decarbonization:

Suppliers should systematically strive to reduce carbon dioxide emissions into the atmosphere and increase the importance of low-emission energy.

Biodiversity land use and deforestation:

Suppliers must comply with laws related to biodiversity, land use and deforestation.

Responsible chemical management:

For the chemicals that they use, we expect our suppliers to:

identify and label according to regulations

store and handle properly (safe transport)

if required, dispose of or recycle according to regulations

Current material and safety data sheets in accordance with applicable legal requirements must be available and sent to **Aircom** on request. IMDS data must be transmitted to Aircom throughout the entire supply chain in order to identify and classify all chemicals and materials used in the manufacturing process.



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