



CODE OF CONDUCT FOR SUPPLIERS

1. PREFACE

AirCom Pneumatic GmbH's corporate culture is based on integrity, teamwork, commitment, and the courage to change. We believe business success is inextricably linked to corporate responsibility towards employees, business partners, society and the environment. So we expect all our business partners to comply with the code of conduct and stand up for those values.

2. EXPECTATIONS

The supplier can expect AirCom Pneumatic GmbH itself to comply with and practice all the basic values set forth in the code of conduct. This code of conduct is published under the item *Data Protection* and in the *Imprint*.

Likewise, we expect suppliers to comply with all relevant national and international laws and regulations as well as the minimum requirements of this supplier code of conduct. In particular, they must comply with all applicable export or re-export restrictions for the products, information, software and information technology they deliver.

AirCom Pneumatic GmbH will not immediately terminate the business relationship whenever this code of conduct is breached, provided there is a willingness to improve the situation according to an agreed plan. But if violations are repeated and the situation is not expected to improve sufficiently, AirCom Pneumatic GmbH will not continue the business relationship.

2.1 COMMITMENT TO ANTI-CORRUPTION

Any form of corruption is strictly prohibited. Corruption is any direct or indirect favour offered, given, or received that influences or is intended to influence the decisions of a business partner or public official.

We expect the supplier to:

- ✂ exercise zero tolerance for corruption.
- ✂ behave properly in competition and business dealings.

The supplier is not allowed to:

- ✂ give or accept bribes.
- ✂ offer, give, or receive inappropriate gratuities.
- ✂ engage in money laundering.

2.2 SOCIAL RESPONSIBILITY

AirCom Pneumatic GmbH participates in international efforts to improve ethical and social conditions in business.

We expect the supplier to:

- ✂ ensure healthy and safe working conditions.
- ✂ ensure that products are safe and hazards are effectively prevented and averted.
- ✂ pay at least the legal minimum wage and pay overtime according to the law.

The supplier is not allowed to:

- ✂ use child labour or forced labour (in accordance with ILO Conventions Nos. 138 and 182 or 29 and 105).
- ✂ discriminate based on ethnicity, nationality, gender, cultural background, race, age, disability, religious convictions or sexual orientation.
- ✂ assign hours that exceed the maximum legal working time (according to ILO conventions Nos. 1 and 30) excessively and over the long term.
- ✂ impede their employees' right to organise and implement collective wage bargaining.
- ✂ use mental or physical disciplinary procedures or apply systematic harassment.

2.3 ENVIRONMENTAL RESPONSIBILITY

AirCom Pneumatic GmbH consistently integrates environmental and climate protection into everyday business processes.

We expect the supplier to:

- ✂ minimise waste and emissions into the air, soil and water.
- ✂ help recycle materials and products.
- ✂ continuously improve energy efficiency during production processes and when goods are handled and transported.
- ✂ Comply with the requirements of the AirCom Pneumatic GmbH checklist.

The supplier is not allowed to:

- ✂ disregard relevant international and national laws and regulations on handling, storing, and disposing of hazardous waste.
- ✂ handle chemicals in a way that harms the environment.

3. INSPECTION

AirCom Pneumatic GmbH reserves the right to review existing and new suppliers for compliance with this code of conduct. Alternatively, the review can be carried out by a specialised, independent organisation. AirCom Pneumatic GmbH and the supplier shall agree on a suitable organisation within a reasonable time frame. We will inform the respective supplier of the result of such an inspection.