

**SUPPLIER CODE OF CONDUCT
(SUPPLIER SUSTAINABILITY REQUIREMENTS)
of AIR POWER s.r.o.**

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1. Purpose of the Document

This document sets out the minimum ethical, social, environmental, and legal requirements that must be complied with by all suppliers of AIR POWER s.r.o.

2. Human Rights, Equality, Diversity and Inclusion

Suppliers are required to respect internationally recognized human rights and to create a working environment based on respect, equality, and dignity.

2.1 Prohibition of Discrimination and Harassment and Protection of Women's Rights

Suppliers shall ensure equal treatment regardless of gender, age, race, ethnic origin, religion, health status, sexual orientation, or other characteristics. They shall not tolerate any form of harassment, bullying, or violence and shall promote the protection of women's rights and equal opportunities.

2.2 Child Labour and Young Workers

Suppliers shall not permit any form of child labour. The employment of young workers is permitted only in compliance with applicable legal regulations and with due regard to their safety, health, and education.

2.3 Wages, Benefits and Working Hours

Suppliers shall provide fair wages and statutory benefits in accordance with applicable legal regulations. Working hours, overtime, and rest periods shall comply with local legislation.

2.4 Prohibition of Modern Slavery and Forced Labour

Suppliers shall not tolerate any form of slavery, servitude, forced or compulsory labour, or human trafficking.

2.5 Ethical Recruitment

Recruitment shall be conducted transparently, voluntarily, and without fees charged to candidates. Suppliers shall not use deceptive, coercive, or exploitative recruitment practices.

2.6 Freedom of Association and Collective Bargaining

Suppliers shall respect employees' rights to freedom of association and collective bargaining in accordance with applicable legal regulations.

3. Rights of Minorities and Indigenous Peoples

Suppliers shall respect the rights of minorities and indigenous peoples and shall not support any activities leading to violations of these rights.

4. Land, Forest and Water Rights and Prohibition of Forced Eviction

Suppliers shall not support forced eviction or the violation of local communities' rights to natural resources.

5. Use of Public or Private Security Forces

Any use of security forces must be lawful, proportionate, and consistent with human rights.

6. Financial Responsibility and Accurate Records

Suppliers shall maintain truthful, complete, and accurate accounting and business records and shall not engage in any form of data manipulation.

7. Counterfeit and Unauthorized Parts

Suppliers shall not use, manufacture, or distribute counterfeit or unauthorized parts and shall ensure traceability of product origin.

8. Export Controls and International Sanctions

Suppliers are required to comply with all applicable export control regulations and international sanctions regimes.

9. Reporting of Unethical Conduct and Whistleblower Protection

Suppliers shall enable the reporting of unethical conduct and ensure protection of whistleblowers against retaliation.

10. Environmental Protection and Sustainability

Suppliers are required to manage their activities with due regard to environmental protection and sustainable development.

10.1 Greenhouse Gas Emissions Management, Energy Efficiency and Decarbonization

Suppliers shall monitor and reduce greenhouse gas (GHG) emissions, increase the energy efficiency of their operations, and promote the use of renewable energy sources.

10.2 Water, Air and Noise

Suppliers shall manage water resources responsibly, protect water and air quality, and minimize noise emissions.

10.3 Biodiversity, Land Use and Deforestation

Suppliers shall ensure the protection of biodiversity, land, and ecosystems and shall not support illegal deforestation or land degradation.

10.4 Chemicals, Waste and Recycling

Suppliers shall ensure responsible handling of chemicals, minimize waste generation, and promote reuse and recycling.

10.5 Animal Welfare

Where relevant, suppliers shall respect animal welfare principles.

11. Occupational Health and Safety

Suppliers shall ensure safe and healthy working conditions, identify and minimize risks, and comply with applicable occupational health and safety regulations.

12. Ethical Business Conduct, Transparency and Information Protection

12.1 Anti-Corruption and Anti-Money Laundering

Suppliers shall not tolerate any form of corruption, bribery, or money laundering.

12.2 Personal Data Protection and Information Security

Suppliers shall protect personal data and confidential information and ensure their security.

12.3 Disclosure of Information and Accurate Records

Suppliers shall provide truthful, complete, and accurate information and maintain proper records.

12.4 Fair Competition and Conflict of Interest

Suppliers shall comply with competition and antitrust laws and prevent conflicts of interest.

12.5 Intellectual Property

Suppliers shall respect and protect intellectual property rights.

13. Cascading Requirements within the Supply Chain

Suppliers are required to ensure that these requirements are also complied with by their own suppliers and subcontractors.

14. Monitoring and Cooperation

AIR POWER s.r.o. reserves the right to verify compliance with this document and requires cooperation from suppliers.

15. Final Provisions

Failure to comply with these requirements may lead to the reassessment or termination of the business relationship.