

	<b>Supplier Code of Conduct Policy</b>		Page 1 of 2
Author: CTO	Approved by: CEO	Revision: 1.0	Creation date: 2024.10.23

## 1.0 Policy Introduction

### 1.1 Ambition

Airco Process Technology (APT) operates based on core values that guide our interactions with customers, business partners, shareholders and stakeholders. We believe that strong relationships with our suppliers are key to mutual success. This Supplier Code of Conduct (CoC) policy outlines our expectations for suppliers in their business dealings with APT. This policy applies to any third-party providing goods or services to APT, including their subcontractors.

### 1.2 Code of Business Conduct and Ethics

Airco Process Technology conducts business with integrity and in compliance with all applicable laws and regulations. Suppliers are expected to understand and comply with our Code of Business Conduct and Ethics, demonstrating the highest standards of integrity and ethical conduct in all business activities.

### 1.3 Legal Compliance

Suppliers must comply with all applicable legal requirements and prevent incidents or conditions that might result in a violation of the law. This includes ensuring that all purchased materials used in manufacturing goods meet current governmental and safety constraints on restricted, toxic and hazardous materials as well as environmental, electrical and electromagnetic considerations.

### 1.4 Preventing Bribery and Corruption

Airco Process Technology prohibits suppliers from giving or promising anything of value to any third party for the purpose of obtaining or retaining business or inducing improper actions. Suppliers must conduct business with integrity and in full compliance with all applicable laws pertaining to bribery and corruption.

### 1.5 Contact

All questions regarding this policy should be addressed to the CEO.

## 2.0 Human Rights

### 2.1 Human Rights and Working Conditions

Airco Process Technology supports and promotes human rights throughout our operations and global supply chain. We embrace international human rights principles, including the Ten Principles of the United Nations Global Compact, the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work and the United Nations Sustainable Development Goals.

### 2.2 Human Rights Policy

Our Human Rights Policy outlines our commitment to social responsibility and respect for human dignity, including collective bargaining, freedom of association and prohibitions on child labour, forced labour, modern slavery and human trafficking. Suppliers are expected to develop their own policies aligned with our Human Rights Policy. Suppliers must also comply with health and safety management systems, international standards and implement programs focused on worker safety and well-being.

### 2.3 Fair Compensation, Ethical Working Hours and Anti-Social Dumping

Suppliers must ensure that all workers receive fair wages that meet or exceed the minimum legal requirements or industry standards, whichever is higher. Working hours, including overtime, must comply with applicable labour laws and be reasonable to safeguard workers' health and well-being. Forced or excessive overtime is strictly prohibited.

Suppliers must also actively prevent anti-social dumping, which involves unfair labour practices such as underpaying workers, ignoring labour rights, or exploiting wage disparities between regions to gain a competitive advantage. APT expects suppliers to uphold ethical employment practices, ensuring fair treatment and conditions for all workers, regardless of location.

### 3.0 Materials

#### 3.1 Responsible Sourcing of Materials and Product Sustainability

We source responsibly to ensure that materials used in our systems do not fund conflicts or human rights abuses. Suppliers must comply with all applicable laws and regulations regarding ethical material sourcing and adopt best practices addressing environmental, social and product safety aspects.

#### 3.2 Animal Welfare

Airco Process Technology is committed to the highest standards of ethical behaviour, including the humane treatment of animals. Suppliers must comply with all legal requirements.

#### 3.3 Environmental Sustainability

Our mission is to reduce our impact while increasing profitability and longevity. Suppliers must support our environmental sustainability goals by complying with all applicable environmental laws and using resources wisely. Suppliers must adapt to applicable environmental management system, adhere to international standards and develop programs focused on conservation of natural resources, including carbon reduction, energy efficiency, reduced water usage, air quality improvement, recyclability, waste reduction, hazardous material management, biodiversity protection and employee training.

#### 3.4 Implementation of Sustainability Standards in Supplier's Supply Chain

Suppliers and their subcontractors must abide by this policy, identify risks within their supply chains and take appropriate measures to address them.

### 4.0 Audits

#### 4.1 Audit and Corrective Action Process

Airco Process Technology reserves the right to conduct CoC audits to ensure compliance and may discontinue relationships with suppliers who violate this policy. Suppliers must cooperate with audits conducted directly by APT or designated third-party auditors.

#### 4.2 Compliance, Monitoring, and Reporting

We comply with all legal requirements and monitor our operations and suppliers for potential violations. We have a process for reporting concerns about human rights or business risks through a compliance and ethics hotline (Whistleblower). Suppliers must make this reporting resource available to their employees and upstream supply chain. We have a strong anti-retaliation policy and will not tolerate retaliation against anyone who raises a concern, reports misconduct or participates in an investigation.