Supplier Code of Conduct

1. Purpose and Scope

This Supplier Code of Conduct ("Code") defines the minimum requirements and expectations for suppliers providing goods or services to Airco Process Technology A/S ("APT"). This Code supports APT's commitment to the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

The Code applies to all suppliers, business partners and relevant subcontractors. Compliance with this Code is a condition for maintaining a business relationship with APT.

2. General Compliance Principles

Suppliers must comply with all applicable local, national and international laws and regulations. Where this Code sets requirements that go beyond legal obligations, those requirements apply.

3. Business Ethics and Integrity

Suppliers are expected to conduct business with integrity, fairness and transparency. Bribery, corruption, fraud and conflicts of interest are not tolerated.
Suppliers should have appropriate processes in place to prevent, detect and address unethical conduct.

4. Human Rights and Working Conditions

Suppliers must respect fundamental human rights and ensure that their operations do not involve child labor, forced labor, human trafficking, discrimination or harassment.

Suppliers are expected to respect internationally recognized human rights and conduct business in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the UN Global Compact and the ILO Core Conventions, where applicable.

5. Health and Safety

Suppliers must provide safe and healthy working conditions and have appropriate practices in place to manage occupational health and safety risks. Formal certification to international standards is not required unless contractually agreed.

6. Wages and Working Hours

Wages, benefits and working hours must comply with applicable local laws and regulations where the work is performed.

7. Materials and Environmental Responsibility

Suppliers should manage environmental risks, use resources responsibly and work to reduce environmental impact, including energy use, emissions, waste and resource consumption.

8. Supply Chain Responsibility

Suppliers should identify, assess, prevent, mitigate and manage risks and adverse impacts within their own operations and supply chains related to human rights, labour conditions, environmental responsibility, business ethics and anti-corruption, in line with the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

9. Audits and Corrective Actions

APT reserves the right, based on risk and proportionality, to request information, conduct audits and require corrective actions where non-compliance is identified.
Failure to comply with this Code may result in corrective actions, suspension or termination of the business relationship.

10. Reporting Concerns

Suppliers should provide a mechanism for employees and stakeholders to report concerns related to this Code. Reports should be handled confidentially and without fear of retaliation.

11. Acceptance

Suppliers are expected to acknowledge and comply with this Supplier Code of Conduct as part of their business relationship with APT.