

Supplier Code of Conduct

Filtermist Limited, part of Absolent Air Care Group, is committed to conducting business ethically, sustainably, and in full compliance with applicable laws and regulations. Our Supplier Code of Conduct is based on the UN Guiding Principles on Business and Human Rights, as well as internal Group policies. We expect our suppliers, as well as their suppliers, to share our guiding principles and adhere to the principles outlined in this Supplier Code of Conduct. This Code is an integral part of our supplier agreements and applies to all suppliers, their employees, subcontractors, and other business partners in the supply chain.

Guiding Principles

Integrity: We conduct our business with high moral standards. Suppliers must demonstrate a commitment to integrity in all their business and negotiations with our company and other stakeholders.

Legal Compliance: We adhere to the laws and regulations of every country in which we operate and take responsibility for our actions in these jurisdictions. Suppliers must ensure compliance with all applicable laws and legal requirements in the country in which they operate.

Human Rights: We adhere to UN human rights principles and expect our suppliers to respect and promote these rights.

Environmental Stewardship: We are committed to delivering clean air for people and the planet. Acknowledging our responsibility for the environmental impact and sustainability of our products and services, we also expect our suppliers to uphold their responsibility for environmental stewardship.

In addition to the above, the following applies for all our suppliers and partners

Ethical Business Practices

Suppliers must uphold integrity and fairness with all stakeholders, have a zero-tolerance for corruption and money laundering, follow trade sanctions and export controls, and ensure fair competition by adhering to applicable anti-trust laws.

Human Rights and Labor Standards

Suppliers must not use forced labour and child labour, ensure non-discrimination, respect freedom of association, pay fair wages, and comply with working hour regulations.

Health and Safety

Suppliers must provide a safe work environment and have appropriate processes and protocol to follow in case of any emergency.

Environmental Responsibility

Suppliers must follow environmental laws, commit to sustainability, and handle hazardous materials responsibly.

Sustainability

Absolent Air Care Group have made a statement that our value chain shall be carbon dioxide negative from year 2050. To be able to reach this target, all our suppliers need to work actively to reduce their carbon dioxide footprint. On an annual basis starting 2025, Absolent Air Care Group is required to prepare reporting in accordance with CSRD (Corporate Sustainability Reporting Directive). This EU directive requires us to report data related to environmental, social and governance aspects. To gather data for this reporting, we require an open dialogue and cooperating with our suppliers.

Monitoring and Compliance

Suppliers must allow audits, report violations, and cooperate on corrective actions. Suppliers must also maintain accurate records, both in terms of accounting and operations.

Consequences of Non-Compliance

Non-compliance may result in corrective actions or termination of the business relationship with the supplier.

Whistle-blower policy

Absolent Air Care Group has a whistle blowing function, which may be used by suppliers, customers and other stakeholders. The whistle-blowing policy can be [accessed here](#).

SCoC accepted

Date: _____

Company _____

Signature: _____