

The code of conduct and its scope

This Code of Conduct defines the standards and expectations that we require every supplier to adhere to during their business relationship with Innovair Solution.

The Supplier must implement all applicable measures and procedures to comply with the principles set out in this Code and must also comply with the laws applicable in the jurisdictions of all countries where it conducts business.

This Code is in addition to any applicable laws and regulations, and to any contracts between Innovair Solutions and its suppliers.

As for us, Innovair Solutions is committed to providing all its employees with a pleasant working environment, where respect, trust and dignity prevail, while guaranteeing the safety of everyone. At the same time, the company is committed to conducting its business with the highest ethical standards, while respecting the environment.

Rules of Conduct

1. *Ethics and Integrity*

Legal Compliance: Innovair Solutions complies with all applicable laws, regulations and standards in the regions where its activities are conducted.

We expect our suppliers to comply with all applicable laws, regulations and standards as well.

Integrity: Innovair Solutions adopts a zero-tolerance policy regarding corruption, bribery and all other forms of unfair or anti-competitive behavior.

We expect our suppliers to maintain the same high ethical standards in their business dealings.

2. *Working Conditions*

Respect for human rights: Innovair Solutions guarantees working conditions that respect human rights as defined by the United Nations Universal Declaration of Human Rights.

Suppliers must guarantee that they also respect human rights and do not tolerate any form of forced labor, child labor or discrimination.

Health and safety: Innovair Solutions guarantees a safe and healthy working environment for all its employees. We expect our suppliers to provide safe and healthy working conditions, as well as fair and respectful treatment of all workers.

3. *Environmental Responsibility*

Innovair Solutions is committed to reducing our environmental footprint and adopting sustainable business practices.

We expect our suppliers to adopt similar environmental management practices and to work towards environmentally friendly operations.

4. Compliance with Quality Standards

Products and Services: Innovair Solutions aims to provide safe, quality products that exceed our customers' expectations of our products and services.

We expect our suppliers to provide us with high-quality products and services that meet the standards specified in the contracts.

Innovation: Innovair Solutions aims to continually improve products and services.

We expect our suppliers to encourage innovation while respecting ethical standards.

5. Subcontracting and Transparency

Innovair Solutions requires its suppliers to disclose all relevant information about their subcontractors and supply chains.

We expect our suppliers to ensure that their subcontractors also comply with this code of conduct.

Our suppliers must ensure as far as possible that the use of tin, tantalum, tungsten and gold ("conflict minerals") in the products they manufacture, or purchase does not directly or indirectly finance or benefit armed groups in the Democratic Republic of Congo or an adjacent country.

6. Confidentiality

Suppliers agree to respect the confidentiality of information to which they have access during their business relationship with Innovair Solutions.

Commitment

Compliance with this Code of Conduct is essential to establishing and maintaining relationships of trust between our company and our suppliers. Suppliers agree to comply with the Supplier Code of Conduct when doing business with Innovair Solutions.

Suppliers must demonstrate compliance with this Supplier Code of Conduct upon request by Innovair Solutions.

Innovair Solutions reserves the right to impose the appropriate sanction for any misconduct based on its assessment of the seriousness of the supplier's breach.

Innovair Solutions requires that any concerns or potential or actual violations of this Code be reported to us.