

This Supplier Code of Conduct ("Code") provides an overview of our principles and expectations as to how organisations conduct business with us in the supply of goods and services, including their respective supply chains (Suppliers). We expect Suppliers to operate in accordance with values comparable to ours, and in a manner which is consistent with responsible business and ethical practices. This Code of Conduct should be read in conjunction with our Sustainable Procurement policy available on our website (www.airandground.com).

Our intrinsic values are built on providing a productive and positive service to our customers with careful consideration given to a work ethic that promotes emphasis on quality, teamwork, integrity by taking personal responsibility, focussed performance and people in the form of diversity and human rights. The cornerstones of our values are innovation and integrity in everything we do. This work ethic is the essence of our commitment in striking the right balance in our procurement activity (operational, environmental and people issues) and that we achieve these practices in an ethical and socially responsible manner. We are committed to ensuring that the products we supply are designed, manufactured, delivered and supported in accordance with the highest standards. We will operate within the legal framework of the countries we source from, and sell to, and will be compliant with all applicable laws and regulations.

We recognise that in the global supply chain in which we operate, there are different legal and cultural standards. Our broader principles and corporate responsibility are published in a series of documents that provide a greater depth in how we ourselves, and our suppliers, recognise the principles and requirements in operational activity and in direct relation to the impact of the supply chain for the supply of goods and services. Our documents include:

- Sustainable Procurement.
- Code of Conduct.
- Terms and Conditions (Purchase and Sale)

Our Expectations

It is our expectation that Suppliers, at a minimum, will have established clear goals and align their management processes and business operations with the principles outlined in this Code of Conduct. We look at opportunities not just from a commercial perspective and in terms of profit or loss but at the strategic benefits that long term and sustainable relationships will promote for culture, real purpose and reason for existence.

Commitment

With this Code, we seek our suppliers' recognition and acknowledgement to the principles listed below, and to promote them throughout their supply chain.

- That fair and transparent procurement methods are followed.
- All form of corruption; unfair competition and bribery are avoided.
- All forms of forced and/or compulsory labour and child labour are eliminated
- All employees are guaranteed a minimum wage, in accordance with local laws and regulation.
- Employees are provided with a safe and healthy working environment in order to prevent accidents and injury to health.
- Greater environmental responsibility in relation to reducing carbon footprint, minimising energy and water use.
- The reduction and recycling of waste is encouraged by providing adequate facilities.
- Help improve the education, cultural, economic and social well-being of their local communities



Mr M. Powell
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