



AIRTHINGS

Human Rights, Diversity and Inclusion Policy

October 2022

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Are you struggling to recall the Airthings KPIs from your induction? It's ok we will forgive you. Below you can see our targets for 2026 that defines our trajectory for Airthings sustainability ambitions:



The serious stuff.

Airthings' purpose is to empower the world to breathe better. To do so, we are focusing on doing good for the environment and not less harm based on the sustainability dimensions, "planet, people, and business".

To do this, we want to improve our daily activities by taking responsibility to respect and contribute positively to human rights, and a commitment to be a diverse and inclusive company. We believe a diverse and inclusive workforce and work environment are essential for a purpose-led business.

We understand our principles require constant feedback for improvement. This will help us to achieve our KPIs for zero harassment and human rights violations and our commitment to a diverse and inclusive company. Our approach to doing business responsibly and sustainably is reflected in our commitment to the United

Nations' Sustainable Development Goals (SDGs), especially SDGs 3, 8, 11, 12, and 13.

Airthings Human rights, diversity, and inclusion policy apply to all Airthings employees and employees of subsidiaries and joint ventures where Airthings has a controlling interest. It should be seen in conjunction with Airthings Personal Handbook.

The Board of Directors at Airthings is responsible for ensuring adherence to these human rights principles and Airthings Leadership Team (ALT) has responsibility for overseeing their implementation and ensuring that any breaches are investigated through the Assessment Team and the whistleblower channel.

What are human rights?

We define Human rights following the definition from [The Universal Declaration of Human Rights](#), as this set of standards that recognize and protect the dignity of all human beings.

"All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood" (article1).

Airthings is committed to:

Respecting local legislation where Airthings is located, and the International Bill of Human Rights, [The Universal Declaration of Human Rights](#), and following [The United Nations Global Compact 10 principles](#) by:

- Conducting our activities in line with our commitment to the Human Rights declaration
- Treating those working for us and those impacted by our operations fairly and without discrimination
- Providing safe, healthy, and secure working conditions
- Opposing all forms of human trafficking, forced labor, and illicit forms of child labor in our value chain
- Respecting the rights of people living in the communities around the facilities, and those of our suppliers, who may be affected by the operations
- Actively recruiting, promoting, and retaining diverse talent workforce
- Fostering a workplace where people feel included, valued, and empowered to contribute
- Promoting equal opportunities to all, including pay
- Banning discrimination based on race, color, age, gender, gender identity or expression, sexual orientation or identity, marital status, language, background, religion, health status, pregnancy, political or

other opinions, disability, national or social origin/birth or any other status in our recruitment, hiring, training, promotion, compensation or employment practices.

- Hiring people for roles in light of their qualifications, skills, and experience
- Employees have the right to form, join, and/or organize trade unions of their choice and to bargain collectively

We expect from suppliers to,

- Share the same principles and values as Airthings.
- Be held accountable by signing and following Airthings Suppliers Code of Conduct.
- In joint ventures, if any, where Airthings does not have overall control, the leaders and managers of those businesses are strongly encouraged to adopt the same or similar standards.

Child labor is banned,

- There is no recruitment of child labor at Airthing and in our supply chain.
- Workers cannot be less than sixteen years of age or not younger than the compulsory age to be in school. If the age for mandatory schooling is higher by the local law, the stipulated higher age applies.
- No one under eighteen years old is employed at night or in hazardous work or conditions.
- Juvenile work (from sixteen to eighteen years old) work is only allowed outside of school hours, and juveniles cannot perform tasks during night hours/shifts or conduct hazardous work or work with hazardous chemicals. The total week of juvenile working hours must follow the local law.

Note: If Airthings identifies any incidence of child labor in a supplier's company, the supplier shall initiate, or participate in, a program to transfer any children involved in child labor into quality education until they are no longer children.

Human rights due diligence:

Considering the impacts human rights violations can cause, we will prioritize appropriate actions to identify, prevent or mitigate those impacts at Airthings and in our value chain. We will regularly review and update the progress on our efforts, and annually communicate the results through Airthings Sustainability Report.

We will monitor adherence by key suppliers to environmental, health, and safety standards, prohibitions against forced and child labor, and local wage and hour laws. We will ensure that Airthings products, no matter where they are made, are manufactured under conditions that demonstrate respect for the people who make them.

In the event of disrespect to human rights, duly proven by government authorities and mechanisms provided by legislation, we notify the supplier and/or partner or the customer so they may adopt corrective measures and, in cases in which such measures are not taken, we then are entitled to rescind the respective commercial relationship.

Legal jurisdiction issues:

Airthings adheres to national laws and regulations in each market in which it operates. Where Airthings faces conflicts between internationally-recognized human rights and national laws, the company will follow processes that seek ways to honor the principles of international human rights.

Assessment Team and whistleblower channel:

The “Assessment Team” is responsible for a professional and efficient follow-up of any reported cases violating the human rights and diversity policy for internal operations and vendors, manufacturers, and suppliers. The Assessment Team is a group of people within the company who follow standardized procedures and ensure full confidentiality for the whistleblower person and the reported cases.

If any employee or stakeholder believes that someone is violating the Human Rights Policy or the law, they are asked to report it immediately to the Assessment Team through the whistleblower channel.

To read the guidelines of the Assessment Team and whistleblower channel you can go to [this link](#).

Breathe better.
Live better.

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Approval: Oyvind Birkenes - CEO

Signature:



Next Review: September 2023