



AIRTHINGS

Suppliers Code of Conduct

October 2022

Airthings Suppliers Code of Conduct

Airthings' purpose is to empower the world to breathe better. To do so, we are focusing on doing good for the environment rather than less harm based on the sustainability dimensions, "planet, people, and business". Therefore, we want to improve our supply chain relationships by complying and going beyond applicable laws and regulations upholding human rights and diversity and inclusive labor standards, and protecting the environment - in our operations and our business partners.

We understand our principles as undergoing constant feedback for improvement to achieve our goals (KPIs) for zero harassment and human rights violations, zero waste in our operations, our commitment to a diverse and inclusive company, and becoming a climate-positive company. Our approach to doing business responsibly is reflected in our commitment to the [United Nations' Sustainable Development Goals \(SDGs\)](#), especially [SDGs 3, 8, 11, 12, and 13](#). Below you can see our targets for 2026 that defines our trajectory for Airthings sustainability ambitions:



At Airthings ASA, we are committed to complying with the [UN Universal Declaration of Human Rights](#), the core ILO conventions, and the ten principles of the United Nations Global Compact, which serves as a framework for this document. We seek suppliers committed to transparency and continuous

improvement, who are moving forward on their sustainability and quality journey. We expect our suppliers to share this commitment, thus all suppliers must commit to adhering to the Airthings Suppliers Code of Conduct. This Suppliers Code of Conduct defines the basic requirements to meet our standards.

This Code applies to the whole supply chain, including sub-suppliers, and sub-contractors. It equally applies to permanent, temporary, and agency workers, as well as salaried, hourly, paid, legal young workers (minors), students, part-time, night, migrant workers, and any other type of workers.

What happens when one of the points of this code has been broken by the supplier?

When one of these code standards is not met or has been broken, Airthings will proceed with an internal investigation. This will be communicated to the supplier. Then both parties will agree on the expected improvements. Timelines for achieving compliance shall be reasonable and defined by both parties and proof of corrections must be delivered to Airthings. As a special case, any violation of the policies on child labor is entitled to a specific remedy that is specified in this document. (You can go to the Child labor section for further information). Airthings always reserves its right to terminate any and all commercial relations with suppliers that do not meet the standards and/or that violate the Code of Conduct.

All inquiries shall be reported through the whistleblower channel found on the Airthings website. The Airthings assessment team will be responsible for the due diligence to any case reported through the whistleblower mechanism.

Who is responsible for ensuring adherence from the suppliers to Suppliers Code of Conduct?

The Airthings Leadership Team (ALT) has the responsibility for overseeing the implementation of the suppliers' code of conduct and ensuring that any breaches are investigated by the assessment team.

The suppliers must clearly identify a senior executive and company representative(s) responsible for ensuring the implementation of the management systems and associated programs. Senior management shall review the status of the management systems on a regular basis and ensure this code of conduct is being upheld.

Labor conditions and human rights

Forced, Bonded/Compulsory Labor and Human Trafficking

At Airthings we consider any type of forced, bonded, compulsory labor and

human trafficking unacceptable. We aim to prevent any form of forced, bonded/ compulsory labor and human trafficking in our supply chain.

We understand forced and compulsory labor as “All work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily.” As described by the [International Labor Organization Convention 1930](#):

Suppliers must:

- Commit to upholding the human rights of workers and treating them with dignity and respect as understood by the [UN Universal Declaration of Human rights](#).
- Ban all forms of forced and compulsory labor and human trafficking.
- Suppliers must not withhold any part of any personnel’s salary, benefits, property, or documents to force such personnel to continue working for the supplier or any entity providing labor to the supplier.
- Provide in-depth training to their staff in human rights, communicating clearly the company’s commitment and incorporating relevant real-life case studies to demonstrate relevance.
- Respect the communities that host their operations by being a positive force for labor, human rights advocacy, environmental responsibility (contaminants, hazardous chemicals, and unfair social treatment to the community).

Child Labor

At Airthings we consider child labor unacceptable. We aim to prevent any form of child labor in our supply chain.

Suppliers must not:

- Suppliers must not have workers younger than 16 years of age. If the age for mandatory schooling is higher than 16 by the local law, the stipulated higher age applies.
- Suppliers’ juvenile working hours including transportation time can not exceed a total of 10 hours per day with a maximum of 8 hours a day working shift.

Suppliers shall

- Suppliers must keep official documentation for every worker that verifies their date of birth.
- Suppliers may employ juvenile workers, ages 16 - 18. They may only work outside of school hours and cannot perform tasks during night hours/shifts or conduct hazardous work or work with hazardous chemicals.

When suppliers are found with child laborers on their premises, they shall end this labor relationship and create a paid program for all costs for these children to support their education until the high school degree is concluded.

Harassment, Abuse, and Disciplinary Practices

At Airthings we consider any form of harassment unacceptable. Therefore, we aim to prevent any form of harassment or abuse in our supply chain.

Suppliers must not:

- Suppliers must not engage in or tolerate any form and/or use of physical or sexual punishment and harassment, mental or physical coercion, verbal abuse of personnel, or monetary fines as an act of disciplinary measures. No harsh or inhumane treatment is allowed.

Suppliers must:

- Suppliers must treat all personnel with dignity and respect.
- Suppliers must provide a safe environment for providing grievance and feedback without fear of reprisal or retaliation. The must-have written grievance (whistleblower) procedures that protect employee privacy, protect against possible retribution and permit workers to report unfair treatment to someone other than their supervisor must be in place.
- Suppliers must train their staff in its internal and Airthings whistleblower mechanism once a year.

Health and safety

At Airthings we aim to improve the health and safety environment in our supply chain.

Suppliers must:

- Provide a safe and healthy workplace that protects workers' health.
- Establish a reporting system including training to prevent accidents and injury to workers' health arising from the result of the work in their primary language.
- Evaluate for safety hazards all kinds of machinery in the production line or other that may cause health and/or safety harm to the workers.
- Provide safety devices and protective guards for machinery with moving mechanical parts.
- Provide access to clean toilet facilities, potable water, storage, and eating facilities.

- Provide enough exits to safely serve the number of workers (minimum of two exits) and they must follow the local guidelines. Aisles and escape routes shall be clear at all times.
- Provide air quality monitoring (Airthings can help our suppliers to set up their IAQ monitors in their manufacturing facilities).

Wages and Working Hours

At Airthings we aim to improve the workers' living standards through sufficient wages, benefits, and reasonable working hours in our supply chain.

Suppliers shall:

- Respect the right of personnel to a living wage and ensure that wages paid for a normal workweek meet at least legal or industry standards.
- Respect regular work and one workweek shall not exceed 48 hours. When adding overtime, this time shall not exceed 60 hours or the maximum allowed by the local law, whichever is less.
- Ensure a minimum of 24 consecutive hours of rest after six workdays.
- Compensate for overtime at pay rates greater than regular hourly rates, in compliance with local laws to their workers. In countries where such laws do not exist, the overtime rate must exceed the regular hourly compensation rate.
- Negotiate reasonable salaries and overtime hours with their managers and executives.
- Comply with the country's legal requirements for workers' benefits, such as retirement benefits, health insurance, and others.
- Only employ temporary, dispatch, and outsourced labor within the limits of the local law.
- Have payroll records for all workers that must be accurate and available for review.

Discrimination - Diversity, and Inclusion

At Airthings we are committed to a diverse and inclusive workplace, and expect the same in our supply chain.

Suppliers must not:

- Suppliers must not discriminate in hiring and employment practices on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political affiliation, or social or ethnic origin.
- Suppliers must not require female applicants or workers to be tested for pregnancy.
- Provide all workers returning from maternity and paternity leave an equivalent position and the same pay as they had before the leave.

Suppliers Must:

- Suppliers must have a public policy that promotes human rights, diversity, and inclusion

Freedom of Association & Right to Collective Bargaining

- All personnel shall have the right to form, join, and/or organize trade unions of their choice and to bargain collectively on their behalf with the supplier.
- The supplier shall respect this right, and shall effectively inform personnel that they are free to join an organization of their choosing and that their doing so will not result in any negative consequences to them or retaliation from the supplier.

Respect the environment

At Airthings we aim to minimize the environmental impact in our supply chain by holding our suppliers accountable for their environmental performance.

Suppliers must:

- Maintain written environmental policies and standards and comply with all applicable environmental laws.
- Have in place a clear system to identify their environmental risks, impacts, and responsibilities associated with the products and services they provide.
- Monitor and disclose to Airthings their environmental responsibility on natural resource usage including water, carbon footprint and emissions, hazardous chemicals, and disposal of waste.
- Take action to optimize the use of energy, water, and raw materials. Where possible, these should be renewable or sustainably sourced.
- Respect biodiversity welfare by working progressively towards a balanced ecosystem
- Map, track and continuously monitor materials and components land of origin in all levels of their supply chain, and upon request provide transparency information of all elements involved in the production of our products.
- Monitor and characterize air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone-depleting chemicals, and combustion by-products generated from the manufacturing of our products (Airthings can help our suppliers to set up their IAQ monitors in their manufacturing facilities).

Anti-bribery and Corruption

At Airthings we are committed to ending all forms of bribery and corruption in our supply chain.

Suppliers should:

- Conduct themselves by using the highest ethical standards and treat their employees, agents, contractors, and customers with dignity.
- Always comply with international and local laws regarding bribery and corruption

Suppliers must not:

- Suppliers should not offer or provide money or anything of value to any person to influence official action or to obtain a business advantage.
- Shall not bribe and/or use intermediaries, such as agents, consultants, advisers, distributors, or any other business partners to commit acts of bribery

Quality Assurance

At Airthings we are committed to having products of the highest quality, and we depend on our suppliers to deliver this quality.

Suppliers must:

- Have a documented quality system and quality improvement plan. That system must include reliable "in process" and final finished goods audits and procedures that meet Airthings quality standards.

Contact Us

If you have knowledge of any of our suppliers violating any items listed and described within our Code of Conduct, please let us know through the whistleblower channel found on the Airthings website. All information received is confidential and your identity will remain anonymous.

Accepted by:

Supplier name: _____

Date: _____

Main contact person: _____

Position: _____

Signee name: _____

Position: _____

Signature & company seal

Breathe better.
Live better.

Version 1.1, Reviewed on October 2022

Approval: Oyvind Birkenes - CEO

Signature:



Next Review: September 2023