

## **ENVAIR TECHNOLOGY PURCHASING & SUPPLIER CONDUCT POLICY**

**Version 1/2025**

Envair Technology is committed to excellence in every aspect of its business and is committed to minimising the social, environmental and ethical impacts of its supply chain.

This policy sets out the Company's approach to the purchase of goods and services, which seeks to minimise negative and enhance positive impacts on the environment and society, whilst meeting our business requirements. We believe in acting conscientiously as a company entity and responsibly managing our assets and the stakeholders we work with. In doing so, we seek to achieve positive social and environmental outcomes, which we believe are critical to the long-term success of the Company. By incorporating social, environmental and ethical considerations into purchasing decisions we aim to make a positive contribution to the environment and society.

### **SOCIETY**

- 1.1. We expect our suppliers to adopt and demonstrate the following standards of social compliance:
  - 1.1.1. Health, Safety and Hygiene: All employees should expect to work in an environment that is both safe and healthy.
  - 1.1.2. Freedom of Association and Employee Representation: All workers and employers have the right to form and join organizations of their own choosing without prior authorization.
  - 1.1.3. Working Hours: working hours should not be excessive and shall comply with relevant national laws. Overtime should be voluntary.
  - 1.1.4. Equality of Treatment: Organisations will seek to eliminate discrimination in access to employment, training and working conditions, on grounds of race, colour, sex, age, religion, political opinion, national extraction, sexual orientation, disability or social origin and promote equality of opportunity and treatment.
  - 1.1.5. Remuneration: Wages and benefits afforded to workers should meet national standards. Workers should be provided with clear written information on their pay and conditions. Excessive deductions on wages should not be permitted as a disciplinary
  - 1.1.6. Modern Slavery: Organisations will neither engage in nor support the use of forced, bonded or involuntary prison labour as defined in ILO Convention C293, along with

Protocol P29 (2014) to this Convention, and ILO Convention C1054. Organisations must ensure all workers employed by the supplier have chosen the employment voluntarily, fully understanding the terms and conditions of employment, without need to lodge deposits or identity papers, and with freedom to leave employment after a reasonable period of notice.

- 1.1.7. Child labour: Organisations will neither use nor support the use of Child Labour as defined in ILO Conventions C1385 and C1826, and shall comply with related national and international law.

## ENVIRONMENT

- 1.2. We expect to ensure that appropriate attention is paid to environmental issues when the Company purchases products and services.
- 1.3. In all cases suppliers should be able to demonstrate environmental policies and management systems sufficient to ensure continuous improvement in environmental performance. Therefore, suppliers should be able to demonstrate:
  - 1.3.1. Documented policies regarding environmental management.
  - 1.3.2. The ability to monitor and review environmental performance:
    - Measure impacts, including continuous recording and regular reviews of use and discharge of natural resources, including emissions to air, discharges to water, water usage, assessment and management of spills and leakage, hazardous and non-hazardous waste management, and biodiversity.
    - Collect and account for material greenhouse gas (GHG) emissions and energy use by source and make this information available.
  - 1.3.3. The degree to which operations are covered by recognised environmental management systems or the organisation's intentions towards such accreditation. Eg ISO14001
  - 1.3.4. The awareness of potential environmental risks inherent in their production, service or sourcing activities.
  - 1.3.5. The degree to which products and services have been designed with environmental considerations in mind, including CO2 emissions Lifecycle Assessment (LCA) where available;

- Durability;
- Lifetime performance degradation;
- Reparability;
- Dismantlability;
- Recyclability of materials.

## **ETHICS**

- 1.4. The Company has clear ethical standards and arrangements to promote and encourage compliance: similar standards are expected of our suppliers. Suppliers should be able to demonstrate the existence of processes and procedures to implement appropriate staff guidelines and codes of conduct.
- 1.5. Suppliers should ensure that management systems and practices are in place to ensure the prevention of:
  - 1.5.1. Money laundering
  - 1.5.2. Insider trading
  - 1.5.3. Conflicts of interest
  - 1.5.4. Fraud, bribery and corruption and other improper payments or gifts
  - 1.5.5. Unauthorised access to personal and business information



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