

AIRSCREAM

**THIRD PARTY CODE
OF CONDUCT**

Third Party Code of Conduct

The Third Party Code of Conduct (“Code”) outlines **AIRSCREAM’s** requirements and expectations regarding its suppliers, consultants, distributors, resellers and other partners (“Third Parties”). All Third Parties are required to acknowledge and accept the terms of this Code.



Laws and regulations

Third Parties shall comply with all applicable local and international laws including trade sanctions, import and export controls, customs laws and regulations and restrictions issued by recognised authorities. Compliance with these laws are essential for maintaining legal and ethical standards in all operations.



Child Labour

Third Parties shall ensure that no child labour, is used in the production or distribution of goods and services to **AIRSCREAM**. In adhering to this, Third Parties shall employ only those who meet the minimum age requirement to work in the respective country or countries in which they operate.



**STOP
CHILD LABOUR**

Forced Labour

Third Parties must ensure that all work is conducted voluntarily, free from coercion, without threat or penalties. Workers must have the freedom to leave the workplace outside of work hours or to terminate their employment after serving reasonable notice. In any circumstances, Third Parties shall ensure that workers are not deprived of their identity documents or work permits.



Non-discrimination

Third Parties must treat all employees fairly, with dignity and without discrimination in any form. This includes, but is not limited to, discrimination based on race, ethnicity, religion, colour, age, gender, citizenship, disability, parental status, marital status, health status, or socio-economic status.



Health and safety

Third Parties must provide safe, secure, healthy and clean working environment for workers. They must implement clear procedures to adhere to regulated occupational health, safety and wellbeing standards. Adequate training and, where necessary, protective equipment should be provided to prevent accidents and injury.



Environmental Responsibility

Third Parties must have clear procedures in place to minimise their environmental impact and adopt environmentally sustainable practices. They are expected to strictly comply with all laws and regulatory requirements relating to environmental matters to minimize the adverse environmental impact. Third Parties are encouraged to develop and use environmentally focused innovations and practices that reduces environmental impacts.



Anti-Bribery and Anti-Corruption

Third Parties must not engage in any form of bribery or corruption, including facilitation payment or unethical practices, whether directly or through any third party. They must implement adequate procedures to prevent such practices. Any form of offering, promising, giving, accepting, or soliciting money, gifts or anything of value (including non-monetary value) to induce or reward something that is illegal, unethical or to corruptly influence the recipient is prohibited.



Tax Evasion

Third Parties must comply with all applicable tax laws and regulations in their operating jurisdictions. They should not assist anyone they know, or suspect is engaged in tax evasion. Third Parties shall also act with integrity and ensure that no activities are undertaken that could facilitate tax evasion.



Conflict of Interest

Third Parties should not cause any conflicts of interest for **AIRSCREAM** employees and should avoid situations where a conflict of interest may occur. If a Third Party becomes aware of an actual or potential conflict of interest related or that may impact its work with **AIRSCREAM**, it should disclose to **AIRSCREAM** as soon as they have been identified.



Anti-Money Laundering

Third Parties must comply with all applicable local and international anti-money laundering laws and regulations. Third Parties will not have dealings with any sanctioned third party individuals or entities or controlled products.



Contact Us**AIRSCREAM 313 Holdings Limited (14112647)**

Legal & Regulatory Department
Ashville Park, Shortway
Thornbury, Bristol
England BS35 3UU

For any queries regarding **AIRSCREAM's Third Party Code of Conduct**, please contact the Legal & Regulatory Department at:
legal.regulatory@airscreamuk.com

www.corporate.airscreamuk.com