



CODE OF CONDUCT FOR BUSINESS PARTNERS

Airtank Group

Airtank Elterlein
Airtank Hustopeče

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Kommunikation
Gründungsstelle
Länge 208 m

Purpose

This code of conduct for Business partners (the “code”) expresses a vision of responsible business behavior and sets forth the business principles that Airtank Group requires all its Business Partners to abide by in the course of their relationship with Airtank Group.

The term “Business Partner” covers any person or entity (Including its directors, officers and employees) that Airtank Group does business with, including but not limited to organizations that supply goods or services to Airtank Group and representatives who conduct business on Airtank Groups behalf.



Airtank Group Expectations from its Business Partners

Business Partners are required to meet all of the following requirements in the course.



Principles

Airtank Group is committed to responsible business and intends to demonstrate this commitment to integrity, Businessresponsibility and trust through its value chain.

Therefore, Airtank Group expects the same level of commitment from its business part-ners. By entering into a business relationship with Airtank Group, Business partners are required to:

- conduct their business in compliance with all applicable laws and regulations (which requires Business Partners to maintain awareness regarding these laws and regulations) and with the principles stated in this code; and
- ensure that their employees and subcontractors are made aware of and comply with applicable laws and regulations and with the principles set forth in this code.

Business partners are expected to choose the suppliers they retain in relation with Airtank Group business with appropriate due dili-gence, communicate the principles set out in thisCode (or equivalent principles) to their suppliersand ensure compliance with these principles.

This code includes requirements that are based on internationally recognized principles that Airtank Group strongly support such as:
-The 10 principles laid in the UN Global Compact, which covers human rights, labour, the environme-nt and anticorruption.



1. Working Conditions and Human rights

Respect Basic Human Rights

We expect Airtank Groups BusinessPartners to:

- protect their co-workers against violation of their human rights and to provide working conditions in line with international global standards.
- never accept violation of basic human rights, including children's rights.

Non-discrimination and equal opportunities

Business Partners shall be an equal opportunity employer and must never discriminate on the grounds of gender, ethnicity, disability, sexual orientation or religious belief.

Child labour and forced labour

Business partners shall never use child labour, prison labour or any other form of forced labour.

Freedom of association and collective bargaining

Business Partners shall respect the freedom of association and the right to collective bargaining must be maintained.

Wages and benefits

Business Partners shall pay its employees according to current agreements and local standards.

Health and safety

Safety should always come first and Airtank Group's Business partners must at all times maintain correct health and safety instructions and ensure that effective preventive measures are taken.

Working Hours

Business Partners must comply with applicable legislation regarding working hours (including but not limited to overtime and overtime compensation) and rest rules.

Avoid the use of toxic or hazardous substances, materials and processes. Follow carefully instructions, policy and stipulations regarding health, safety and the environment at your workplace.



2. Caring for the Environment

Business partners must ensure that they comply with all applicable environmental laws and regulations. In addition, Business Partners are expected to support Airtank Group's commitment to a sustainable business, protecting the environment and limiting our overall environmental impact throughout the value chain.

Airtank Group expects their Business partners to minimize waste and pollution, be it energy use, transportation or material handling. Their local presence shall be responsible and respectful also regarding the environment. This includes endeavor to minimize the environmental impact by, for example, reducing waste, emissions, conserving resources and promoting efficient energy use. Transportation and travel should always be considered in terms of sustainability, striving for least possible environmental impact.

General expectations

Airtank Group expects business partners to have:

- An environmental management system in place that allows them to continuously improve their environmental performance.
- Procedures to manage environmental performance of own business partners.
- system in place to communicate environmental performance with relevant stakeholders when applicable.
- Encouraging development and dissemination of eco-friendly technologies.

Environmental impact of Business Partners' operations

Where relevant, Business partners are expected to perform activities that aim to reduce their environmental impact,

including but not limited to:

- Waste reducing through recycling & reuse.
- Increase energy efficiency and their use of renewable energy.
- Water consumption and quality management.
- Biodiversity with an environmentally friendly infrastructure expansion.
- Reducing greenhouse gas emissions throughout the value chain.

Responsible sourcing of Minerals and metals

Business partners are expected to ensure that they and their suppliers exercise due diligence within their operations to ensure that minerals and metals are responsibly sourced and traded.



3. Business Integrity

CONDUCT BUSINESS RESPONSIBLY

Conflict of interest

Consequently, the interest of Airtank Group and/or the Business Partner on the one hand and the personal interests of their respective

employees /or those of a relative, a friend, or a close relation) on the other hand must be kept separate.

Anti-corruption

Airtank Group's business partners shall never be complicit in any form of bribery or corruption. Never hint at, offer or ask for bribes and do not accept or pay bribes. Exceptions are business entertainment and giveaways of a minor value.

Ensure that all payments made by, directly or indirectly, now or later, are linked to an order and only pass to the Business Partner's company and no other party, with the exception of legitimate intermediaries.

If there is any doubt regarding the legitimacy of a

proposal for payment or service to an individual manager/co-worker at a Business Partner's or a third party indicated by such a person, Business Partners are also expected to notify Airtank Group in accordance with section 5 below, even if the request is denied.

In the case of Business Partners who draw up purchasing, production or assembly contracts at a third party, the same rules apply although conversely.

Fair competition

Airtank Group strives to act fair and responsible as a market participant and expects the same from its business partners.

Business partners shall never enter into any form of competition-limiting agreements with competitors regarding prices, discounts, quantities, customers, suppliers etc. Never co-ordinate actions with those of your competitors.

Avoid contact or discussions with competitors in matters that are sensitive from a competition point of view. Reject any attempt by your competitors to enter into such discussions.

Trade sanctions and export control

Airtank Groups business partners are required to comply with all trade sanctions that are applicable with Airtank Group and with

all relevant export control laws and regulations.

Protecting Airtank Groups Confidential information and intellectual property

Airtank Group may share confidential information and/or intellectual property elements with its business partners in the course of their relationship.

Business Partners are required to handle Airtank Group's confidential information in accordance with confidentiality provisions in place and in particular:

- protect Airtank Groups confidential information from improper disclosure
- not to share Airtank Group's confidential

information with a competitor of Frauenthal Gnotec Group unless Airtank Group has given their consent. -Report in accordance with section 5 below any loss of, or unauthorized access (by an employee, officer or other who does not have a "need-to-know" or a third party) to Airtank Group confidential information.

Data Protection

Business Partners are required to comply with applicable data protection laws and regulations (also referred to as privacy laws) when processing Personal Data in relation to their business with Airtank Group.

Personal Data

"Personal Data" means all information relating to an identified or identifiable physical person ("registered"). An identifiable physical person is a person who can be identified, directly or indirectly. In addition, Business partners performing a processing activity on behalf of Airtank Group are required to comply with the agreed upon specific.



4. Audit Right

In addition to any audit right set out in any agreement entered into Airtank Group, Businesspartners agree:

- that Airtank Group (either directly or through an independent third party appointed for that purpose) may verify and assess their compliance with this Code by conducting and audit at any time,subject to prior written notice. If Airtank Group reasonably believes that prior notice will interfere with Airtank Group verifying whether the Business Partner has complied with its obligations or undertakings under the code, Business Partner will permit an audit without prior notice.
- to provide Airtank Group with all relevant information and allow Airtank Groupand its representatives access to their premises for the purpose of performing such audit.

5. Grievance Channel and Cooperation

One of our values is Trust. Everyone working at, or with, Airtank Group should be comfor-table raising questions or concerns about any ethical issues or non-compliance. If you want to reportyour question or concerns.

Hustopecce: <https://www.nntb.cz/c/si6x097e>

Elterlein: <app.faceup.com>

6. Consequences of violations

Business partners agree that a breach of any of their obligations or undertakings under this code isa material breach of contract, and may result in:

- the Business Partner having to take necessary remedies, including to pay damages and implementing appropriate corrective and preventive actions within a reasonable time, so as the remedy the violation and to prevent similar occurrences in the future; and
- Airtank Group taking actions against the violation partner, up to immediate termination of the business relationship, upon written notice to the Business Partner.

