



Supplier Code of Conduct



I. Purpose

Skyways Technics A/S is committed to uphold the highest standards of social and environmental responsibility and ethical conduct. Skyways Technics A/S shall maintain operational integrity and safety always and is committed to social, environmental, and economic sustainability. Skyways Technics A/S recognizes the importance of minimizing our impact on the environment by operating in a safe and sustainable manner.

To that end, we seek to engage and collaborate with Suppliers who share our values and commitment.

This Supplier Code of Conduct supports the continued application of our commitment to advance social, environmental, and ethical responsibility beyond our operations to our supply chain. We expect our Suppliers to meet or exceed the standards defined by this Code and fully comply with all applicable laws and regulations when conducting business with Skyways Technics A/S.

II. Scope



This Code outlines minimum standards and expectations applicable to all Skyways Technics A/S Suppliers, including their parent, subsidiaries, affiliates, and subcontractors ("Suppliers") providing goods or services to Skyways Technics A/S and its affiliates.

Suppliers shall be responsible for all activities associated with disseminating and educating its employees, agents, and Suppliers on this Code, verifying compliance and taking action in response to non-compliance.

III. Code Standards



Labor and human rights

Skyways Technics A/S whole heartedly believes and supports the protection of human rights and are guided by principles such as those stated in the United Nations Global Compact, the United Nations Universal Declaration of Human Rights, United Nations Convention on the Rights of the Child and the International Labor Organization (ILO) Core Conventions.

Skyways Technics A/S highly encourages Suppliers to embrace international standards relating to human rights. Suppliers must respect the labor rights of their employees in the workplace and monitor human rights within their supply chain. As a minimum, Suppliers must ensure:



- Employees are not subjected to discrimination based on race, national origin, ethnicity, religion, gender, age, marital status, sexual orientation, disability or any other reason
- All products and services supplied to Skyways Technics A/S and its affiliates are manufactured or provided under safe and healthy conditions
- Only employees who are legally authorized to work in their facilities are employed. Suppliers shall be responsible for validating their employees' eligibility to work through appropriate documentation
- All employees meet the local legal minimum labor age permitted by the law of the country or countries where the performance, in whole or in part of the contract, takes place. Child labor is strictly prohibited
- Employees engaged in the manufacture and supply of products and services are voluntarily employed, and under no circumstances is any form of forced, coerced, bonded, indentured or involuntary labor or otherwise used
- All employees are paid a proper and competitive wage which meets their basic needs and provides discretionary income, and is no less than the standards specified by local laws, where applicable
- Employee working hours, including voluntary overtime work, and the granting of leave of any form, are in accordance with applicable local and/or national laws. Workers shall not work more hours in one week than allowable under local laws. Overtime is to be voluntary, compensated at a legal rate and must be provided under safe and healthy work conditions
- Employees are not exploited or subjected to abuse of any kind, including psychological, physical, sexual, or verbal abuse. Intimidation, threat or harassment is not tolerated
- Employees' right to freedom of association and collective bargaining is acknowledged. Where these rights are restricted by law, Suppliers will not hinder the development of alternative means of independent and free association and bargaining

The privacy rights of all employees will be respected whenever private information is gathered or employee monitoring practices are in place.

Health and safety

Suppliers of Skyways Technics A/S must ensure the health and safety of all persons within their organization and shall ensure compliance with all regulatory and statutory health and safety requirements.

Suppliers shall integrate sound health and safety management policies, practices, and management systems into their businesses. They must be designed to promote the general health of employees, reduce work-related injuries and illness, and ensure the safety and quality of all products and services as specified in the supply agreement.

Suppliers must make a copy of their health and safety policy available to all staff and provide employees with appropriate workplace health and safety training. Additionally, while at any Skyways Technics A/S or affiliate premises, all Supplier personnel must comply with Skyways technics A/S's health and safety policies.



It is of utmost importance to Skyways Technics A/S to maintain an alcohol and drug free working environment. Suppliers shall ensure their employees, agents, or subcontractors maintain a zero-blood alcohol level and remain drug-free (unless otherwise prescribed by a doctor or certified clinician) at all times while providing goods or services to Skyways Technics A/S.

Environmental sustainability

Skyways Technics A/S will continuously improve its processes to minimize our negative impacts on the environment. Skyways Technics A/S will conduct business with Suppliers who share our commitment to establish environmentally responsible practices and proactively improve our environmental performance. As a minimum, Suppliers must:

- Conduct their business in accordance with all applicable laws and regulations regarding the protection and preservation of the environment
- Comply with all applicable environmental laws and regulations, including those relating to hazardous materials, air emissions, waste, and wastewater discharges
- Have an environmental policy that is proportionate to the environmental risk of their operations
- Endeavour to reduce environmental impacts such as those pertaining to waste disposal, air emissions and pollution, and require their subcontractors and suppliers to do the same.
- Actively support Skyways Technics A/S to establish transparency and traceability within all levels of our supply chain and be willing to share information on the production origin of products and subcomponents

Ethical business

Skyways Technics A/S Suppliers shall adhere to standards of moral and ethical conduct, comply with all applicable laws and regulations, and refrain from engaging in any form of corrupt practices, including anti-competitive activity. Business dealings must be handled with honesty, transparency, and integrity. As a minimum, Suppliers must:

- At all times conduct their business in full compliance with all applicable competition and fair-trading laws
- Comply with anti-corruption and anti-bribery laws of the countries in which it does business, and not make any direct or indirect payments, including bribes, kickbacks, or other promises of payments to foreign government officials or other third parties for the purpose of inducing the individual to misuse their position to obtain or retain business, receive improper benefits or other unfair or improper advantage
- Disclose any actual, perceived or potential conflict of interest to Skyways technics A/S, including any employee or contractor of Skyways Technics A/S who may have an interest or economic tie of any kind in the Supplier's business
- Maintain transparent and accurate financial and business records to demonstrate compliance with all applicable laws and regulations, as well as generally accepted accounting principles. Such information must be disclosed without falsification or misrepresentation to appropriate parties as required

**Security**

Suppliers must be aware of and comply with all Skyways Technics A/S security policies.

When on any Skyways Technics A/S or affiliate premises, Supplier personnel must comply with all access, security and identification requirements and procedures specified by Skyways Technics A/S.

Information security

Suppliers shall comply with Skyways Technics A/S's requirements relating to personal information, confidentiality, security, data privacy and intellectual property protection. Suppliers shall ensure appropriate controls are in place to protect Skyways Technics A/S's brand and intellectual property against unauthorized use and damage.

Any information used in the business relationship with Skyways Technics A/S that is non-public and/or proprietary must be protected against loss and infringement. Any disclosure or use of such information shall only be for the purposes authorized by the contractual agreement.

In case of sub-contracting, sharing of confidential information must be made with the prior consent of Skyways Technics A/S or its affiliates.

Emergency prevention, preparedness, response, and business continuity

Suppliers shall identify and assess potential emergency situations and develop appropriate risk management controls, business continuity and emergency response plans to minimize harm and damage to property. This shall be available on request by Skyways Technics A/S.

Commercial sustainability

Skyways Technics A/S values Suppliers who contribute to the development of our sustainable and aware supply chain.

Suppliers should actively pursue opportunities for continuous improvement and development of process efficiencies in product and service delivery. This may include, but is not limited to the minimization of waste, ongoing innovation, market developments, and total cost reduction.

Skyways Technics A/S expects Suppliers to be transparent about their social, environmental, and economic sustainability practices and to actively participate in Skyways Technics A/S's procurement program activity.



IV. Application of the Code



Supplier written acknowledgement of this Code is a prerequisite every Skyways Technics A/S supply contract. The standards of this Code are in addition to, and not in lieu of, provisions of any legal agreement or contract between Suppliers and Skyways Technics A/S.

Skyways Technics recognizes that achieving these standards will involve a dynamic process and encourages Suppliers as a minimum to:

- Meet the standards set forth in this Code, or, where any standards are not met, establish clear plans of actions and milestones toward meeting these standards within an agreed time period, and
- Actively review, monitor and modify their management processes and business operations to ensure they facilitate continuous improvement

Skyways Technics A/S reserves the right to undertake the following inspections as part of its ongoing monitoring of compliance:

- Monitor that milestones have been set and management systems have been put in place to ensure that the principles set out in this Code have been met, and
- Verify compliance with the Code through periodic audits

Suppliers shall maintain and be able to provide documentation which demonstrates compliance with this Code upon request by Skyways Technics A/S.

Skyways Technics A/S recognizes the importance of observing the conduct, standards and behaviors described in this Supplier Code of Conduct and is committed to observing, as a minimum, the standards defined by this Code when conducting business.