



## AIRAH Ethical Sourcing Program

### MODERN SLAVERY AND TRANSPARENCY STATEMENT

AIRAH has a zero-tolerance approach to any form of modern slavery including; servitude, human trafficking and forced labour. We are committed to an ethical and transparent approach to business, ensuring effective systems and controls are in place to safeguard against any form of modern slavery within our business operations.

Our Ethical Sourcing Program, which includes our 10 Rules guides and governs the sourcing, and supply of products used by AIRAH. This code of conduct aims to protect workers' rights and the environment, and strengthen our relationships and commitment to traceability, transparency, and sustainability.

The framework is designed to provide assurances in areas such as safety, structural or environmental issues, and workers' rights. Forced labour, child labour and minimum wage are serious matters that are covered in our 10 Rules to Trade. We have a zero-tolerance stance on these matters and identified breaches are dealt with accordingly.

### 10 RULES

#### **1. NO CHILD LABOUR**

The supplier and their subcontractor shall not employ a worker under the age stipulated by the local/regional legal limit.

#### **2. NO FORCED LABOUR**

The supplier, manufacturer and subcontractor supplying goods to AIRAH shall not allow any form of forced, involuntary or prison labour.

#### **3. NO DISCRIMINATION OR HARASSMENT**

There shall be no discrimination in the hiring of workers; no physical, sexual or verbal harassment or abuse will be permitted in the workplace.

#### **4. RESPECT FOR FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

All employees shall have the right of association, union membership and collective bargaining as well as adequate workers representation. Where the rights to either are restricted under law, the appropriate channels to ensure a reasonable and independent exercise of such rights must be designed.

## **5. WORKING CONDITIONS ARE SAFE AND HYGIENIC**

Suppliers and subcontractors shall provide a safe and healthy workplace environment as per minimum requirements of the local and regional laws. All facilities must be structurally sound, hold a building safety certificate, and meet AIRAH compliance standards.

## **6. MINIMUM WAGES PAID**

All suppliers and subcontractors shall ensure that wages paid for a working week must be at least the minimum national industry benchmark standards or collective bargaining agreement, should this latter be higher.

## **7. FAIR WORKING HOURS**

Working hours for all workers shall comply with national / local laws and industry benchmark standards.

## **8. RESPECT THE ENVIRONMENT**

Suppliers and subcontractors shall always be committed to respect the environment and shall comply, at least, with the standards and requirements of the applicable local and international laws and regulations.

## **9. NO BRIBERY AND CORRUPTION**

Under no circumstances will AIRAH tolerate the practice of bribery and corruption in any shape or form in dealings with a supplier or subcontractor or any of their employees, or associated parties.

## **10. TRANSPARENCY IN AND FROM, ALL BUSINESS RELATIONSHIPS**

Suppliers must disclose all subcontractors used for AIRAH production, and both suppliers and subcontractors must not refuse inspection from any AIRAH or third-party auditor.