

SUPPLIER'S CHARTER

At Airnesco Group Ltd., we are committed to delivering innovative, high-quality engineering solutions responsibly and sustainably. Our suppliers play a critical role in our success, and we view our supplier relationships as long-term partnerships built on trust, integrity, and mutual benefit.

This Suppliers Charter sets out the principles, standards, and expectations that govern how we work together with our suppliers. All suppliers are expected to align with these values in the spirit of collaboration and continuous improvement.

Ethical Business Conduct

We expect our suppliers to:

- Conduct business in an ethical, honest, and transparent manner.
- Comply with all laws, regulations and treaties applicable to the business, products and services in all locations including, but not limited to the compliance to all laws and regulations controlling exports, imports of any component, sub-assemblies or technical documents including those relating to anti-bribery, anti-corruption, and fair competition.
- Avoid conflicts of interest and disclose any potential issues promptly.
- Put suitable and effective processes in place to minimise the risk of use of counterfeit parts and materials in their finished products.
- Source materials responsibly and comply with the laws and regulations applicable to “conflict ores”, particularly tin, tantalum, tungsten and gold.
- Strictly comply to trade sanctions, in particular those imposed in response to Russia’s military aggression against Ukraine, and specifically but not exclusively, relating to the import of iron and steel.
- Ensure that any sub-contractors, agents, and their own suppliers engaged in the fulfillment of this agreement are also held to the same standards. The supplier must flow down these requirements through its supply chain and must take reasonable steps to monitor compliance.

Quality and Continuous Improvement

Our commitment to engineering excellence demands that our suppliers:

- Provide high-quality products and services that meet agreed specifications and delivery timelines.
- Maintain effective quality management systems (e.g., ISO 9001 or equivalent).
- Engage in continuous improvement practices to enhance product performance, efficiency, and value.

Health, Safety, and Environment

We expect all suppliers to:

- Operate in a manner that protects the health and safety of their employees and others affected by their operations, including, but not limited to sub-contractors and visitors.
- Comply with all relevant health, safety, and environmental laws, legislations, regulations and directives.
- Support initiatives that reduce environmental impact, such as waste reduction, energy efficiency, and responsible resource use.

Sustainability and Social Responsibility

Suppliers should:

- Support sustainable development goals and environmental stewardship.
- Comply with the principle of non-discrimination and not to make any distinction between people irrespective of age, sex, religious conviction, political opinions, sexual orientation, family situation, nationality, ethnic or social origin, state of health, handicap or physical appearance. Furthermore, suppliers undertake to prevent and punish physical, moral or psychological harassment situations.
- Treat workers with respect and dignity, with particular attention to;

Human Rights

Every individual should be treated with respect and dignity. Suppliers undertake to comply with the laws and regulations prohibiting the trade in human beings, forced labour and slavery nor engage in harsh or inhumane treatment, coercion, or corporal punishment of any kind, nor threaten any such treatment.

Forced Labour and Freedom of Movement

No human being should experience forced or bonded labour. Prisoners are no exception. All work, including overtime shall be voluntary and workers should be free to leave upon reasonable notice and should never be expected to handover issued identification as a condition of employment.

Child Labour

Child labour must be prohibited, it being understood that minimum legal working age can vary according to countries. All workers under the age of 18 shall be protected from performing any work that is potentially hazardous, interferes with the child's education, harms the child's physical health, mental, social, spiritual or moral development.

Fair Wages

Payment of wages should be in regular intervals, not longer than one month and in legal tender. Deductions are only to be made within the bounds of the applicable law, regulations or collective agreement. Wages and working conditions shall not be inferior to the best conditions existing locally for work of the same character performed in the same position and environment.

Innovation and Collaboration

We encourage suppliers to:

- Engage in open and constructive dialogue with our team.
- Proactively suggest innovative solutions that can improve our products, services, or operations.
- Share knowledge and expertise in a spirit of mutual growth.

Confidentiality and Intellectual Property

Suppliers must:

- Safeguard all confidential information shared during the course of business.
- Respect intellectual property rights and only use such information for its intended purpose.

Compliance and Audit

Suppliers agree to:

- Demonstrate compliance with this Charter upon request.
- Participate in audits, assessments, or reviews conducted by or on behalf of Airnesco Group Ltd, where necessary.
- Take corrective actions in response to any identified deficiencies.
- Alert Airnesco Group Ltd when an event arises which is liable to affect their commitment to comply with this charter.

Termination of Relationship

Airnesco Group Ltd., reserves the right to review and, if necessary, terminate its relationship with suppliers who breach this Charter or fail to take corrective action in a timely and satisfactory manner.

Acknowledgment

By entering into a business relationship with Airnesco Group Ltd., the supplier acknowledges their understanding of and commitment to this Suppliers Charter.



Airnesco Group Ltd
31st July 2025



Airnesco Group Ltd. Woodcock Farm, Woodcock Lane, Grafty Green, Maidstone, ME17 2AY
Tel: 01622 850470 Fax: 01622 850252 Email : info@airnesco.com Web: www.airnesco.com

Registered No. 3183992 England VAT No. 770337825