

**1. Preamble**

This Supplier Code of Conduct contains general requirements applicable to all suppliers of Spares in Motion B.V. and its affiliated companies. For Spares in Motion, compliance with these requirements is a deciding factor when choosing and establishing its business relationships.

**2. Social Responsibility****2.1 Forced Labour**

We oppose to any form of forced, bonded and indentured labour, as well as involuntary prison work. Our suppliers must not participate in and eliminate human traffic, use forced, involuntary, or slave labour and will not purchase materials or services from companies using forced, involuntary, or slave labour.

**2.2 Child Labour**

We oppose child labour, forbid our suppliers to use child labour in any facility or business and expect our suppliers to respect minimum contracting ages in accordance with applicable laws.

**2.3 Fair employment Conditions**

We expect that our suppliers respect the personal dignity, privacy and rights of each individual. Our suppliers should comply with the maximum number of working hours outlined in the applicable laws, provide fair remuneration and guarantee the applicable national statutory minimum wage.

**2.4 Freedom of Association**

Our suppliers commit to respect the right of employees to join or form trade unions or others employee representation and to bargain collectively.

**2.5 Equal Opportunities and Non-Discrimination**

Our suppliers shall be committed to provide a workplace free of harassment and unlawful discrimination. Our suppliers shall not engage in discrimination based on race, age, colour, gender, sexual orientation, disability, pregnancy, ethnicity, religion, political affiliation, union membership or civil status in hiring and employment practices such as promotions, rewards, and access to training.

**2.6 Health Protection**

Our suppliers commit to provide for a safe, secure, and healthy workplace, including appropriate machine safeguarding and personal protective equipment.

**3. Environmental Protection**

Our suppliers commit to apply to all applicable laws and regulations for the protection of the environment and to take appropriate measures to ensure such. Our suppliers commit to environmentally friendly dispose residual waste, chemicals, and waste water to minimize the use of hazardous materials, to ensure that those are safely handled, stored and disposed and prevented to be released to the environment, to use energy and natural resources efficiently. Our suppliers are expected to continually looking for ways to minimize waste, emissions and discharge of their operations, products and services.

**4. Ethic Business Conduct****4.1 Fair Competition**

Our suppliers commit to comply with all applicable antitrust laws and regulations and to neither participate in illegal cartels, not to exchange competitively sensitive information, nor to participate in any kind of anti- competitive activities and not to take advantage of any dominant market position.

**4.2 Privacy**

Our suppliers commit its employees to safeguarding trade and company secrets. It is forbidden to divulge confidential information, as well as confidential documents, to third parties without proper authorisation or to provide other forms of access to them, unless proper authorisation has been granted or it has to do with publicly available information.

**4.3 Intellectual Property**

We expect our suppliers to respect the intellectual property of others. Our suppliers commit to take appropriate steps to safeguard and maintain all confidential and property information or trade secrets of others including Spares in Motion.

**4.4 Anti-Corruption & Conflict of Interest**

We expect our suppliers to comply with all laws and regulations forbidding payment of money, products, gifts or services, directly or indirectly, to any individuals or entities in order to corruptly induce favourable business treatment or to corruptly affect governmental decisions. Bribes, kickbacks and similar payments are strictly prohibited. This ban applies even when local laws may permit such acidity.

We prohibit any situations entailing a conflict of interest involving its employees and suppliers.

**4.5 Conflict Minerals**

Our suppliers shall take reasonable efforts to avoid in its products the use of raw materials which directly or indirectly finance armed groups who violate human rights.

**5. Commitment**

This Code of Conduct is a necessary part of our business relationships and must be expressly recognized by our suppliers when any contract is concluded. Should a supplier fail to comply with any parts of this Code of Conduct, we expect our suppliers to take corrective actions immediately to ensure compliance with this Code of Conduct. We reserve the right to terminate contracts with suppliers that do not comply with this Code of Conduct. Our suppliers will fully cooperate with audits and evaluations to ensure compliance with this Code of Conduct. If you become aware of a violation of this Code of Conduct, please inform Spares in Motion without delay.