



## **24032A01 Code of Conduct**

At Interspiro, we're more than a company—we're a community dedicated to safety, innovation, and making a positive impact. With a rich legacy and a global presence, we're proud of our role as leaders in firefighting equipment and professional diving concepts. Our commitment to excellence extends beyond products; it's ingrained in our culture, guiding every interaction and decision we make.

### **CEO Insights**

As CEO of Interspiro, I'm proud to lead a team of passionate individuals who embody our core values: integrity, dedication, and customer focus. Our success is built on the trust we've earned from our customers, the dedication of our employees, and the strength of our brands. As we navigate the complexities of a changing world, our Code of Conduct serves as our moral compass, ensuring that we uphold the highest standards of ethics and professionalism in all that we do.

### **Why a Code of Conduct?**

Our Code of Conduct is more than just a set of rules—it's a reflection of who we are as a company and how we conduct ourselves in the world. It serves as a guide for our employees, partners, and stakeholders, outlining our expectations for behavior and ethical standards. By adhering to our Code of Conduct, we not only protect the reputation of our company but also foster a culture of trust, respect, and accountability.

### **Meet Interspiro Group**

Interspiro Group is a global leader in firefighting equipment, professional diving concepts, and escape units. With a presence in markets around the world, we're committed to providing innovative solutions that prioritize the safety and well-being of our customers. Our vision is simple: to be our customers' first choice, delivering products and services that exceed expectations and set new industry standards.

### **Our Approach**

Our approach to business is rooted in three core values: respect, commitment, and customer focus. These values guide everything we do, from product development to customer service, ensuring that we maintain the highest standards of quality and professionalism. At Interspiro, we believe in fostering a culture of inclusion and diversity, where every individual feels valued, respected, and empowered to contribute their unique perspectives and talents.

## **Social Responsibility**

At Interspiro, we take our social responsibility seriously, ensuring that our business practices uphold the highest ethical standards. We are committed to promoting human rights and fostering a culture of respect, dignity, and inclusion for all.

## **Basic Human Rights and Working Conditions**

We believe that basic human rights must be recognized and respected in all aspects of our operations. This includes our stance against child labor, forced labor, and human trafficking. We categorically condemn any form of exploitation or coercion, and we are committed to ensuring that our supply chain is free from such practices. We actively engage with our suppliers to promote fair labor practices and to safeguard the rights and well-being of workers at every level.

## **Child Labor**

We do not tolerate the use of child labor in any form. Children have the right to education, play, and a childhood free from exploitation. We ensure that our suppliers adhere to all applicable laws and regulations regarding the minimum age of employment, and we take swift action to address any instances of child labor in our supply chain.

## **Forced Labor**

Forced labor is a violation of fundamental human rights and has no place in our business or supply chain. We are committed to ensuring that all employment is voluntary and that workers are not subjected to coercion, intimidation, or exploitation of any kind. We conduct regular audits and assessments to identify and address any risks of forced labor in our supply chain, working closely with our suppliers to implement corrective actions and prevent recurrence.

## **Human Trafficking**

Human trafficking is a heinous crime that preys on the vulnerable and exploits their most basic rights and freedoms. We are unequivocally opposed to human trafficking in all its forms and are committed to taking proactive measures to combat this scourge. We work with our suppliers, industry partners, and government agencies to raise awareness, implement safeguards, and support initiatives aimed at preventing and combating human trafficking.

## **Health, Safety, and Environment**

At Interspiro, the health, safety, and well-being of our employees are paramount. We're committed to providing a safe and supportive work environment where everyone feels valued, respected, and empowered to thrive. From implementing strict safety protocols to promoting wellness initiatives, we prioritize the physical and mental health of our workforce. Additionally, we're dedicated to environmental sustainability, minimizing our carbon footprint, and reducing our impact on the planet.

## **Partnerships and Integrity**

Integrity is at the heart of everything we do at Interspiro. We believe in building strong, transparent relationships with our partners based on mutual respect, trust, and accountability. Whether it's collaborating with suppliers to ensure ethical sourcing practices or working with industry organizations to promote best practices, we're committed to upholding the highest standards of integrity in all of our partnerships.

## **Financial Responsibility**

As stewards of our shareholders' investments, we take our financial responsibilities seriously. We strive to keep external financial reporting comprehensive and reliable. We adhere to strict accounting policies, maintain transparent financial reporting practices, and comply with national laws, international conventions and signed agreements in all of our financial dealings. Our commitment to financial responsibility ensures the long-term sustainability and success of our company, allowing us to continue delivering value to our customers and shareholders alike.

## **Whistleblowing**

At Interspiro, we encourage a culture of transparency and accountability. Our whistleblowing process provides a confidential and secure avenue for employees to report any instances of misconduct or ethical violations. By speaking up, employees play a crucial role in upholding our values and ensuring that our company operates with the utmost integrity and professionalism.

## **Environmental Stewardship**

Environmental sustainability is a core priority for Interspiro. We're committed to minimizing our environmental footprint, reducing waste, and conserving natural resources. From implementing energy-efficient practices to investing in renewable technologies, we're dedicated to protecting the planet for future generations. Our commitment to environmental stewardship extends beyond compliance with regulations; it's a fundamental part of who we are as a company and how we operate.

## **Anti-Corruption and Anti-Bribery**

At Interspiro, we maintain a zero-tolerance stance against corruption and bribery. Our policies strictly prohibit employees from engaging in any form of corrupt practices, including offering, soliciting, or accepting bribes or kickbacks. We adhere to all applicable anti-corruption laws and regulations, providing regular training and guidance to ensure compliance. Additionally, we closely monitor gifts, favors, and entertainment to prevent improper influence or inducement. Reporting any suspected violations is encouraged and protected through confidential channels, ensuring accountability and integrity across our organization.

## **Your Responsibility**

As part of the Interspiro community, whether you're an employee, partner, or stakeholder, you hold a significant responsibility in upholding the principles outlined in our Code of Conduct. If you become aware of any breaches, violations, or unethical behavior within our operations or supply chain, it's crucial to promptly report them through the appropriate channels. Your commitment to integrity, accountability, and ethical conduct is essential in maintaining the high standards of professionalism and social responsibility that define Interspiro. Together, we ensure that our actions reflect our core values and contribute to a culture of trust, respect, and excellence across our organization.

## **Conclusion**

As we look to the future, our commitment to integrity, professionalism, and social responsibility remains unwavering. At Interspiro, we're proud of the impact we've made and the legacy we've built. By upholding the principles outlined in our Code of Conduct, we will continue to lead with integrity, innovate with purpose, and make a positive difference in the world. Thank you for joining us on this journey.