ETHICAL POLICY

Policy Statement

Novus Altair's policy is to seek to purchase goods and services that:

- Are produced and delivered under labour conditions that meet the Ethical Trade Initiative and therefore do not involve the abuse or exploitation of any person
- Have the least negative impact on climate change and the environment

Such considerations will form part of the evaluation and selection criteria for all goods and services purchased by Novus Altair's

All Novus Altair's suppliers complete a supplier questionnaire relating to quality control and are assessed as suitable for the approved suppliers on the basis of this questionnaire prior to award of contract. Where Novus Altair feels it is necessary, a representative will visit the supplier to ensure that we are completely satisfied with the processes and procedures in place.

Novus Altair will only use suppliers who conform to essential labour standards, including the following:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided if possible
- No harsh or inhumane treatment is allowed

Suppliers should, as a minimum, comply with all statutory and other legal requirements relating to the environmental impacts of their business.

The supplier should not be engaged in the sale of arms to governments that systematically violate the human rights of their citizens; or where there is internal armed conflict or major tensions; or where the sale of arms may jeopardise regional peace and security.

Signed Dr Adnan Niazi (Managing Director)

Issue Date 01/01/11

Last Reviewed On 03/07/26

Version 1