



## Modern Slavery Act Statement 2024

### **Introduction**

Falkonair Inc is committed to conducting its business in accordance with the highest standards of ethics and integrity. As part of this commitment, Falkonair fully supports the aims of the Modern Slavery Act of 2015 and is opposed to all forms of human trafficking, slavery, servitude, forced or compulsory labor. Falkonair Inc and its associated companies (Falkonair Ltd and Falkonair Manufacturing Ltd) make this statement pursuant to Section 54(1) of the Modern Slavery Act.

### **Our Business**

Falkonair is an innovator and manufacturer of energy efficiency products for the HVAC-R industry, founded in November 2008 in Uttoxeter, United Kingdom. Our services operate internationally including through its UK office and US offices in West Palm Beach, FL and Farmingdale, NY. Our services are provided particularly by educating and monitoring our products bought internationally to save energy for our customers. Subscriptions services across several pricing tiers tailored to individual, companies, and corporate use.

### **Our Supply Chains**

Falkonair supply chains relate to our business as an international manufacturer and innovation company for renewable energy efficient control software for the HVAC-R industry.

We recognize that slavery and human trafficking is a real risk and is not confined to any one industry or geographical area. Given the nature of our business, we consider our supply chains to be low risk in relation to slavery or human trafficking, which we do not tolerate in any part of our business.

### **Our Policies**

Our policies reflect our commitment to maintain the highest level of professional, ethical, and legal standards in the conduct of our business affairs. All our employees are required to comply with our Employee Compliance Manual, which among other things, prohibits violations of all applicable laws. Our Code of Ethics, which is part of our Employee Compliance Manual, emphasizes our commitment to honesty, integrity, and ethical standards and to ensuring a respectful, loyal, and righteous working environment. Falkonair requires that all its employees comply with the Compliance Manual. All newly hired employees receive a copy of these policies and are required to review and acknowledge them.

Falkonair employees and associates (including agents, advisers, independent contractors, clients, and any other stakeholders) are also encouraged to report any concerns that applicable laws, regulations, or international treaties are being violated at the earliest possible stage. Falkonair provides dedicated and confidential means for reporting concerns. Falkonair also protects those employees from retaliation who in good faith report inappropriate, unprofessional, illegal, or unethical actions, even if they turn out to be mistaken.

We expect to further refine our policies or practices in the future as we deem appropriate and effective.

A handwritten signature in black ink, appearing to read 'Chris Micallef', positioned above a horizontal line.

**Christopher Micallef**  
CEO