

PURPOSE

The relationship we maintain with our suppliers is an essential factor for our success. The supplier code of conduct represents the expectations we have for our suppliers in order to ensure a healthy business relationship, in line with our values, principles and ethical standards.

This Supplier Code of Conduct is in no way intended to conflict with or modify the terms and conditions of any existing contract. Unless otherwise stated in such contract, in the event of a conflict, suppliers shall adhere to the contract terms.

As a supplier to AEROSTAR S.A., we expect you to:

COMPLIANCE WITH LAWS

Fully comply all applicable laws and regulations of the countries in which operations are managed or services provided.

PROMOTE AND RESPECT HUMAN RIGHTS

Promote and respect human rights, to treat people with respect and dignity, encourage diversity, promote equal opportunity for all, and foster an ethical culture in accordance with the relevant International Labour Organization (ILO) conventions.

Not to be involved in any way in human trafficking, forced labour and exploitation of child labour.

EMPLOYMENT PRACTICES

Ensure that the employees are afforded an employment environment that is free from physical, psychological, and verbal harassment, or other abusive conduct.

Provide equal employment opportunity to employees and applicants for employment without any discrimination.

Ensure that working conditions, working time and compensation comply with laws and regulations applicable in the countries where the supplier operates.

HEALTH & SAFETY

Protect the health, safety, and the welfare of their employees, contractors, visitors and others who may be affected by their activities.

Consolidate a culture of safety and protection of worker's health in the workplace, developing risk awareness and promoting responsible behaviour.

ENVIRONMENTAL RESPONSABILITY

Operate in a manner that actively manages risk, conserves natural resources and protects the environment in the communities within which they operate. Our suppliers shall make every effort to develop and produce innovative technologies, items and processes which have the lowest environmental impact possible throughout their lifecycle.

CULTURE OF INTEGRITY

Comply with anti-bribery and anti-corruption laws, directives and regulations that govern operations in the countries in which they do business.

Not offer any illegal payments to, or receive any illegal payments from, any customer, supplier, their agents, representatives or others.

Not accept business courtesies in order to gain an unfair competitive advantage. Avoid all conflicts of interest or situations giving the appearance of a potential conflict interest.

MAINTAIN ACCURATE RECORDS

Create accurate records, and not alter any record entry to conceal or misrepresent the underlying transaction represented by it. All records, regardless of format, made or received as evidence of a business transaction must fully and accurately represent the transaction or event being documented. Records should be retained based on the applicable retention requirements.

CONFIDENTIALITY

Properly handle sensitive information, including confidential, proprietary, and personal information. Information should not be used for any other reason than the business purpose for which it was provided, unless there is prior authorization from the owner of the information.

GLOBAL TRADE COMPLIANCE

Comply with all applicable laws and regulations concerning import/export licenses and other consents in connection with any goods and services transactions for military, dual or commercial use, and transactions in so-called „Sensitive Countries” or with legal and natural persons subject to restrictive measures.

RESPONSIBLE SOURCING OF MINERALS

Comply with applicable laws and regulations regarding Conflict Minerals which include tin, tungsten, tantalum and gold. Additionally, suppliers should establish a policy to reasonably assure that the tin, tungsten, tantalum and gold which may be contained in the products they manufacture do not directly or indirectly finance or benefit armed groups that are perpetrators of serious human rights abuses. Suppliers should exercise, as may be directed by law, due diligence on the source and chain of custody of these minerals and therefore at a minimum require the same from their next tier suppliers.

COUNTERFEIT PARTS

Develop, implement, and maintain effective methods and processes appropriate to their products to minimize the risk of introducing counterfeit parts and materials into deliverable products. In addition, suppliers shall provide notification to recipients of counterfeit product(s) when warranted and exclude them from the delivered product.

ETHICS PROGRAMME EXPECTATIONS

Provide their employees with avenues for raising legal or ethical issues or concerns without fear of retaliation. Suppliers are also expected to take action to prevent, detect, and correct any retaliatory actions. Commensurate with the size and nature of their business, we expect our suppliers to establish management systems to support compliance with laws and regulations, as well as the expectations expressed within this Supplier Code of Conduct.

In the event that the expectations of this code are not met, the business relationship may be reviewed and corrective action pursued subject to the terms of the related procurement contract(s).

Suppliers are encouraged to implement their own written code of conduct and to flow down their principles to the entities that furnish them with goods and services.