

Supplier Code of Conduct

AAGES SA is committed to excellence and integrity in all aspects of our business. We expect the same commitment from all suppliers, contractors, and business partners (collectively, "Suppliers") involved in our supply chain. This Supplier Code of Conduct outlines our expectations for Suppliers to adhere to high standards of ethical conduct, legal compliance, and sustainable practices.

Compliance with Laws

Suppliers must comply with all applicable laws, regulations, and standards in the countries and jurisdictions in which they operate. This includes, but is not limited to, labor laws, environmental regulations, international trade practices, and anti-corruption laws.

Additionally, we expect that all our Suppliers to adhere to the [AUTOMOTIVE SUSTAINABILITY GUIDING PRINCIPLES INDUSTRY TO ENHANCE PERFORMANCE IN THE SUPPLY CHAIN](#).

Labor Practices

- Child Labor

Suppliers shall not use child labor. The minimum age for employment should not be less than the age of completion of compulsory schooling and, in any case, not less than 16 years.

- Forced Labor

Suppliers must not use forced, bonded, indentured, or prison labor. All work must be voluntary, and workers should be free to leave upon reasonable notice.

- Working Hours and Wages

Suppliers shall comply with applicable laws and industry standards related to working hours, overtime, and wages. Workers shall be compensated for overtime at pay rates greater than regular hourly rates.

- Non-Discrimination

Suppliers must provide a workplace free of harassment and discrimination. Discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, or marital status is not acceptable.

- Health and Safety

Suppliers are expected to provide a safe and healthy work environment to prevent accidents and injury. This includes proper construction and maintenance of buildings, fire safety, access to clean water and sanitary facilities, and appropriate personal protective equipment.

Environmental Responsibility

Suppliers should conduct their operations in an environmentally responsible manner. This includes compliance with all environmental laws, such as those governing waste disposal, emissions, and the handling of hazardous materials.

Ethics and Integrity

- Anti-Corruption

Suppliers must not engage in corruption, bribery, theft, or embezzlement. This includes any form of bribery to government officials or private individuals.

- Confidentiality and Intellectual Property

Suppliers must respect intellectual property rights and handle sensitive information appropriately, ensuring confidentiality and integrity.

- Fair Dealing

Suppliers should conduct their business in a manner that ensures fair competition and prohibits deceptive practices.

Monitoring and Compliance

AAGES SA reserves the right to verify compliance with this Code through internal or external audits and inspections. Suppliers found to be in violation may be subject to corrective action, including termination of the business relationship.

Reporting Concerns

Suppliers are encouraged to report any concerns or violations of this Code. AAGES SA is committed to confidentiality and protecting those who report violations in good faith. See [Grievance Mechanism](#) of AAGESA available on our website.

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