

SUPPLIER CODE OF CONDUCT

VISION

AROS DEL PACÍFICO S.A.C and its employees guarantee the highest professional standards, ethical behavior and respect for the law.

The same standards are expected to be adopted by the suppliers of AROS DEL PACÍFICO S.A.C. This Supplier Code of Conduct aims to establish the basis for a good relationship between the company and its suppliers. AROS DEL PACÍFICO S.A.C requires strict compliance with the guidelines by its suppliers who want to establish and / or maintain a commercial relationship with AROS DE PACÍFICO S.A.C.

AROS DEL PACÍFICO S.A.C is firmly committed to the adoption of these standards and expects all its suppliers to comply with and apply strict measures to match the same level of conduct incorporated by AROS DEL PACÍFICO S.A.C. With the level of joint action, AROS DEL PACÍFICO S.A.C and its suppliers can go further together.



A handwritten signature in black ink, appearing to read 'Ivan Meza', written over a thin horizontal line.

Ivan Meza

Gerente General

06.01.2021

1. WORK ENVIRONMENT AND HUMAN RIGHTS

CHILD LABOR

- AROS DEL PACÍFICO S.A.C suppliers are expected to comply with all applicable local laws regarding the minimum age of their employees.
- The minimum age for all workers must meet or be stricter than local laws (MINTRA) for the minimum age required to work and comply with the regulations of the International Labor Organization.
- No employee, in any case, must be under 18 years of age.

FORCED LABOR

- The suppliers of AROS DEL PACÍFICO S.A.C will not use any type of forced or involuntary labor, including confinement.

BULLYING

- The suppliers of AROS DEL PACÍFICO S.A.C will provide a work environment that respects the dignity and human rights of all employees. Under no circumstances will employees be subject to physical, sexual or verbal harassment.
- The suppliers of AROS DEL PACÍFICO S.A.C must treat their employees with respect and courtesy and any form of discrimination or harassment based on race, religion, color, national origin, gender, age, disability, military status, sexual orientation or any other It will not be tolerated, a statute protected by law.

In addition, no employee should use physical punishment or financial sanctions as an act of punishment.

DISCRIMINATION

- AROS DEL PACÍFICO S.A.C is committed to fair and respectful working conditions, without discrimination.
- Each individual has the right to be protected against discrimination and any type of harassment, whether within Aros del Pacífico SAC. or in contact with third parties.
- AROS DEL PACIFÍCO S.A.C suppliers must treat their employees with respect and courtesy and any form of discrimination or harassment based on race, religion, color, national origin, gender, age, disability, military status, sexual orientation or any other It will not be tolerated, a statute protected by law.

WORK HOURS

- AROS DEL PACIFÍCO S.A.C suppliers ensure that weekly working hours, including overtime, comply with local laws that regulate working hours and overtime.

WAGES AND BENEFITS

- It is expected that the salary of the employees of AROS DEL PACÍFICO S.A.C suppliers will not be less than the minimum salary determined by local laws or regular salaries, overtime pay and benefits that are mandatory by law.

HEALTH AND SECURITY

- AROS DEL PACÍFICO S.A.C suppliers guarantee their employees a safe and healthy work environment through the use of preventive safety procedures and equipment that comply with local laws and regulations.

ENVIRONMENT

- AROS DEL PACÍFICO S.A.C firmly believes that the environment is essential for its customers and all its employees.

AROS DEL PACÍFICO S.A.C offers the utmost respect for the environment and expects its suppliers to carry out their operations in accordance with the highest environmental standards, in addition to complying with local and regional laws that regulate environmental controls. In addition, the changes and trends of each local law must be anticipated and considered.

2. ETHICAL STANDARDS

GIFTS, FAVORS AND UNDUE PAYMENTS

- It is the policy of AROS DEL PACÍFICO S.A.C to conduct its business affairs in a fair, impartial, ethical and appropriate manner. The business decisions made by the employees of AROS DEL PACÍFICO S.A.C must be based on quality, service, price and similar competitive factors.
- The employees of AROS DEL PACÍFICO S.A.C should avoid any decision that is or involves influences from commercial courtesies. Business courtesy is a gift or favor for which the recipient does not pay fair market value. It can be a tangible or intangible benefit and include, but are not limited to, items such as food, beverages, entertainment, all forms of hospitality, recreation, transportation, discounts, tickets, passes, promotional materials, and the recipient's use of donation time, material or team.
- Social services usually associated with legitimate business relationships are allowed. This includes the usual forms of entertainment such as lunch or dinner and occasional corporate gifts of modest value. While it is difficult to define "usual" or "modest" when declaring a specific value, common sense should dictate what would be considered exorbitant or excessive. Employees will not accept anything that influences or seeks to influence the right to exercise judgment in the best interest of AROS DEL PACÍFICO S.A.C. If a disinterested third party indicates that it has affected our judgment, then the limit has been exceeded.

All of our business transactions must be on independent business terms, without favorable treatment resulting from the personal interest of our employees.

BRIBERY AND INTEGRITY

- The suppliers of AROS DEL PACÍFICO SAC do not participate in any type of corruption, bribery of the government or high-ranking government officials related to the supply of products and services of AROS DEL PACÍFICO SAC. All United States laws on the practice of Corruption abroad must be adopted as a condition for supplying AROS DEL PACÍFICO SAC
- Suppliers must comply with all applicable laws governing competitive practices, such as local and international antitrust and pricing laws.

3. LEGAL COMPLIANCE

COMPLIANCE

- AROS DEL PACÍFICO S.A.C suppliers must comply with the laws of each country and region, including in accordance with the competition and export rules of each country or region.

CONFIDENTIALITY

- All suppliers must respect the exclusive information obtained by the employee in the performance of their work, avoid misuse, informal discussion or disclosure of such information to unauthorized persons and refrain from knowingly making false or inappropriate records of any document.

TRACKING AND MAINTENANCE OF RECORDS

- AROS DEL PACÍFICO S.A.C suppliers in accordance with compliance with this Supplier Code of Conduct will maintain the necessary documentation to confirm compliance and grant AROS DEL PACÍFICO S.A.C the right to inspect and / or review the relevant documentation.
- AROS DEL PACÍFICO S.A.C reserves the right to audit, announced or not, any Supplier's installation, in which the supplier must make available what is necessary to provide documentation of compliance.

COMPLAINTS OR COMPLAINTS

- In the event that the Supplier or any employee who has seen that the supplier code of conduct of AROS DEL PACÍFICO S.A.C has been violated, they must report with strict confidentiality / anonymity.

Individuals should contact the administration area 640-5656 Annex 1018 or the Corporate Compliance Department of Titan International at 217-221-4483 or 217-221-4714 or through the Corporate Legal Department of Titan International at 217-221-4715.