

# Code of Conduct

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AES - a reliable business partner. AES offers quality, safety and environmental protection standards that comply with highly ethical principles. AES adheres to their code of conduct as well as all the relevant legal regulations.

## 1. Conduct

AES supports and respects international conventions and human rights. AES manages their business in accordance with the best business practices. AES maintains their financial records accurately. AES would never take part in any type of criminal activity.

## 2. Bribery and Corruption

AES would never offer, promise, ask for, demand, or accept bribes or any other improper benefit for the purpose of retaining a customer, securing a deal, or influencing the decisions or activities of governmental authorities. AES conducts their business based upon fairness and in compliance with the applicable national and international standards at all times.

## 3. Compliance with the Law

AES fully and proactively complies with the laws and regulations applicable to the countries in which they do business, including those in the ILO (International Labour Organization) and the UN. This includes laws against unfair competition.

## 4. Employees' Union Freedom

AES respects the rights of employees to establish workers' councils or become members of such employee councils. AES does not accept any form of political, religious or any other types of propaganda at the workplace.

## 5. Child Labour

AES does not tolerate child labour or the exploitation of children and young people. Suppliers are expected not to employ youth under the age of 15.

## 6. Forced Labour

AES does not tolerate forced labour.

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## 7. Discrimination

AES provides fair working conditions and opportunities for all of their employees without distinction or discrimination based on gender, ethnic origin, age, disability, religious or sexual orientation.

## 8. Contracts, Working Relationships and Remuneration

AES enters into written employment contracts with their employees. These include the applicable labour and social security standards. AES ensures that the salaries paid to their employees are equal to the standard or legal minimum wage in their industry. Working hours comply minimally with the respective national legal requirements or the minimum standards of their respective national economic sector.

## 9. Employee Relations

AES actively strives to provide a quality-working environment in order to reduce employee absenteeism due to illness, workplace accidents, and work-related injuries. AES offers an in-house-medical consultant. Violence, intimidation, aggressive behaviour, bullying, verbal abuse and similar behaviour is not tolerated at the workplace.

## 10. Customer Relations

AES gains their customers' trust by guaranteeing them quality. AES always aspires to provide competitive services and products in the national and international markets to increase their customer's value. AES informs their customers and suppliers about their code of conduct.

## 11. Human Rights

AES supports and respects international conventions relating to human rights, and ensures that they are not complicit in human rights abuses.

## 12. The Environment

Environmental protection is an integral part of the business practices at AES.