

**LIMA AIRPORT PARTNERS S.R.L.**

**CODE OF CONDUCT**

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### 1. PURPOSE

LIMA AIRPORT PARTNERS S.R.L. (hereinafter LAP) provides high-quality airport services at “Jorge Chávez” International Airport (hereinafter JChIA).

According to our values, we set very highest standards in order to our social, economic and environmental activities be sustainable over time.

Based on it, the purpose of LAP is that all contractors, service suppliers and, in general, any supplier of goods and services (hereinafter “The Suppliers”) conduct their activities in strict compliance with the applicable local laws, rules and regulations; within the highest standards; and with the principles set forth herein.

### 2. SCOPE

This Code of Conduct applies to all Suppliers conducting activities -directly or through third parties- in favor of LAP, whether they are carried out inside the “Jorge Chávez” International Airport or outside it.

### 3. PRINCIPLES

#### 3.1 Compliance with the laws, rules and regulations generally accepted, guidelines and principles

Suppliers shall comply with local laws and other applicable rules and regulations. Moreover, they acknowledge those relevant rules, guidelines and principles internationally accepted, such as the principles of the United Nations Global Compact, the Universal Declaration of Human Rights, the United Nations Conventions (UN) and the core labor standards of the International Labor Organization (ILO), as well as the OECD Guidelines for Multinational Enterprises.

Any collateral agreement, such as contractual agreement or similar procedures, cannot avoid the compliance of this Code of Conduct and the standards mentioned hereinbefore.

#### 3.2 Prevention of Corruption

Suppliers reject all kind of corruption and bribery and adhere to commit national and international anti-corruption and anti-bribery laws.

Suppliers undertake not to offer, promise nor provide any advantage or additional income to any LAP worker in order to influence their decisions.

### **3.3 Antitrust and Competition Laws**

Suppliers shall comply with all national and international antitrust laws and regulations, as well as all competition laws. Consequently, Suppliers cannot fix prices or conditions with competitors nor arrange any other agreement or commitment restraining the competition, in particular, agreements or commitments with competitors in order to divide the market or the clients.

### **3.4 Occupational Health and Safety**

Suppliers must ensure a safe, healthy, strong and sanitary labor environment and take the required measures in order to prevent accidents and adverse impact to health as a consequence of their activities.

It is required to ensure that the occupational safety regulations are to be complied. Suppliers shall take appropriate measures for such purpose and operate their systems in order to identify and prevent any possible risk of occupational accidents, injuries and diseases to health arising out of.

### **3.5 Working Hours**

Working hours must comply with applicable local laws and regulations or pertinent ILO agreements.

### **3.6 Compensation**

Suppliers shall pay their workers at least the minimum wage required by local law or regulated by their sector.

### **3.7 Freedom of Association and Collective Bargaining**

Suppliers shall respect the fundamental right to exercise rights to freedom of association and collective bargaining within the scope of local laws and rules.

Suppliers shall allow the possibility of independent freedom of association for workers in order to negotiate.

### **3.8 Child Labor**

It shall not be tolerated any kind of exploitation of children and adolescents. Child labor as defined by ILO agreements as well as by domestic laws and rules are prohibited.

The minimum age for work shall be governed by the local laws provisions and the ILO Convention N° 138.

No adolescent shall be put at risk by working in hazardous, unhealthy and unsafe workplaces and conditions.

### **3.9 Forced Labor**

Suppliers must not use any kind of forced labor. Moreover, it is prohibited to use any kind of forced and compulsory labor as well as involuntary work violating human rights.

### **3.10 Disciplinary Actions**

Suppliers must treat all workers with respect and dignity. No worker shall be subject to sanctions, penalties, other kind of punishments or disciplinary procedures, unless they were imposed in compliance of the national and international relevant rules as well as the human rights accepted internationally.

Suppliers are required to undertake pertinent measures ensuring that no worker is subject to violence, coercion or verbal, psychological, sexual or physical abuse.

### **3.11 Non-Discrimination**

Suppliers shall not be engaged in discrimination based on the basis of:

- ethnicity, nationality and/or social status
- religion, faith and/or worldview
- race
- political affiliation
- color
- union membership
- gender
- disability
- age
- sexual orientation or any other personal features

### **3.12 Climate and Environmental Protection**

Suppliers are committed to the preservation of climate and environment in accordance with the international standards and the relevant legal provisions in order to reduce the environmental impact and to promote continuously improvement for the preservation of environment and climate. It includes to avoid the generation of wastes and emissions as well as to take steps to further improve resource efficiency. For that purpose, Suppliers shall take appropriate and

provable measures ensuring the environmental and climate protection by execution of the pertinent systems.

#### **4. IMPLEMENTATION OF THE CODE**

Suppliers shall strictly comply with the principles detailed in number 3 hereinbefore.

LAP recommends adoption of a systematic approach (definition and documentation responsibilities, process, objectives and measures) in order to reach a continuously improvement.

LAP expects that Suppliers state an effective dissemination mechanism in order to ensure the application and implementation of the principles mentioned herein throughout the whole supply chain.

#### **5. DISSEMINATION**

Suppliers shall disseminate the principles detailed herein to the staff linked to the LAP activities.

Suppliers may find this Code of Conduct on the LAP website: [www.lap.com.pe](http://www.lap.com.pe).

#### **6. VERIFICATION AND CONTROL**

LAP reserves the right to verify the fulfillment of the provisions contained herein whether through their own employees or through independent third parties.

#### **7. SANCTIONS AND CORRECTIVE ACTIONS**

Any default of the essential obligations set forth herein becomes a default of the agreement entered into by LAP. The default will be assessed considering each concrete case, in order to determine the pertinent corrective actions. If it is possible, LAP will grant a reasonable term to remedy the failure.