



Ethics and Compliance Expectations for our Partners

Disclaimer:

© Industria de Turbo Propulsores, S.A. 2020

The information in this document is the property of Industria de Turbo Propulsores S.A. and/or its subsidiaries and may not be copied, modified, or communicated to any third party, or used for any purpose other than that for which it is released, without the express written consent of Industria de Turbo Propulsores S.A. and/or its subsidiaries.

April 2020

At ITP Aero we work under the highest ethical standards. In accordance with our Compliance Programme the following anti-bribery and anti-corruption principles are followed when doing business:

- Our Code of Conduct establishes the main responsibilities and rights that should guide the behaviour of everyone working at ITP Aero.
- Any third party has to meet our ethical standards.
- Our work is performed under ethical standards according to honesty, fair and free from any bribery, corruption or tax evasion.
- Facilitation payments are not permitted.
- Our company records guarantee accuracy and integrity.
- Conflicts of interest are avoided or mitigated if any arise.
- Confidential information and intellectual property are properly protected.
- Corporate political contributions are not allowed.
- Gifts and hospitalities are allowed when reasonable and under internal approval, always treated in an open and transparent way.
- ITP Aero's brand and image must be respected and protected.

We encourage everyone to communicate any concerns or anything that is not in line with these principles.

We value you as a partner and would like you to sign up to these principles as a way of matching our standards.

Belén González
Head of ITP Aero Ethics & Compliance

Company name: _____
agrees to operate in line with these principles.

Signed: _____

Name: _____

Job title: _____

Date: _____

Once completed, please scan this document and email it to:
ethicsandcompliance@itpaero.com

To report an issue or concern about unethical behaviours please contact our Ethics Line at:
www.itpaero.com

