



**CODE OF ETHICS
FOR SUPPLIERS**



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CONTENTS

1 INTRODUCTION.....	4
2 SCOPE.....	4
3 ICHOS’S RESPONSIBILITY TOWARD SUPPLIERS	4
4 EXPECTED SUPPLIER CONDUCT.....	5
4.1 COMPLIANCE WITH LAWS.....	5
4.2 ANTI-CORRUPTION.....	5
4.3 CORPORATE BENEFITS AND GIFTS	5
4.4 POLITICAL ACTIVITIES.....	5
4.5 CORPORATE IMAGE AND REPUTATION	5
4.6 CONFLICT OF INTERESTS	6
4.7 RESPECT AND DIVERSITY	6
4.8 SAFETY AND OCCUPATIONAL HEALTH.....	6
4.9 ENVIRONMENT.....	6
4.10 CONFIDENTIALITY	6
4.11 CARE OF ICHOS’S ASSETS AND TOOLS.....	7
4.12 COMPLIANCE WITH EXPORT CONTROLS AND SANCTIONS.....	7
5 SUPPLIER RESPONSIBILITIES.....	7
5.1 SUPPLIERS MUST:.....	7
5.2 CONSEQUENCES OF MISCONDUCT	8
5.3 REPORTING MISCONDUCT AND INQUIRIES	8

1 INTRODUCTION

1. ICHOS, a subsidiary of INVAP SAU, delivers engineering services and is deeply committed to promoting ethical conduct both within and beyond the organization. This commitment encompasses respect for human rights, compliance with labour standards, anti-corruption, environmental protection, export controls, and social responsibility. To achieve these objectives, ICHOS has adopted and tailored the INVAP SAU Code of Ethics to local requirements.
2. Consistent with this commitment, ICHOS has established this Code of Ethics for suppliers, organizations, institutions, and individuals that provide goods or services. The Code sets minimum standards for ethics and integrity in dealings with ICHOS and its supply chain.
3. This Code is not intended to address every situation that may arise, but serves as a guide for proper ethical behaviour.
4. Suppliers are encouraged to report any situation contrary to this Code or other conduct considered unethical.
5. Questions regarding the application or interpretation of this Code can be directed to the ICHOS Integrity Program at integrity@ichos.com

2 SCOPE

1. This Code applies to all companies, entities, institutions, agencies, organizations, and individuals providing goods or paid services to ICHOS (hereafter “suppliers” or “service providers”). It includes their staff and anyone associated with the provision of goods or services (e.g., representatives, agents, management, legal representatives, partners, shareholders, subcontractors), who must adhere to the guidelines set forth in this Code or higher standards.
2. Suppliers are responsible for informing their teams of these provisions, enforcing compliance, and reporting any breaches or suspected breaches.

3 ICHOS’S RESPONSIBILITY TOWARD SUPPLIERS

1. ICHOS has always maintained strong commitments to ethical, transparent, and integrity-based relationships, operating in accordance with the laws of each country, international agreements, and best practices.
2. Through its Code of Ethics, ICHOS expressly defines the principles governing the behaviour of its members, the company’s commitments, and how it conducts activities. The Code serves as a decision-making compass, guiding actions according to company principles.
3. We invite suppliers to learn about our Code of Ethics on <https://www.ichos.com.ar/en/the-company/integrity/ethics-and-integrity/>

4 EXPECTED SUPPLIER CONDUCT

4.1 COMPLIANCE WITH LAWS

1. Suppliers must comply with all applicable laws in the countries where they operate and avoid behaviour that could harm ICHOS's reputation, even if not illegal. In case of conflicting obligations, they should seek alternatives to act with integrity.
2. If local laws impose stricter requirements than this Code, suppliers must meet those standards at minimum.
3. Service providers must inform ICHOS if their operations become disqualified, suspended, or limited locally or internationally, to allow ICHOS to determine appropriate actions.

4.2 ANTI-CORRUPTION

1. Suppliers must establish their business relationships lawfully, acting with honesty and integrity in all contacts with public, private, or mixed entities in any location.
2. Suppliers must implement robust anti-bribery and anti-corruption measures for both public and private sector activities.

4.3 CORPORATE BENEFITS AND GIFTS

1. ICHOS neither encourages nor promotes the exchange of gifts or benefits. Suppliers may only offer symbolic or of minimal value gifts; they must not be in local currency or its equivalent and should not be frequent.
2. In case of doubt, ICHOS has mechanisms to guide acceptance or rejection; inquiries may be sent to integrity@ichos.com
3. Any gift or benefit offered to ICHOS staff not meeting these requirements may be deemed a violation of this Code.

4.4 POLITICAL ACTIVITIES

1. Suppliers are prohibited from making political contributions on ICHOS's behalf without explicit prior consent..

4.5 CORPORATE IMAGE AND REPUTATION

1. In any context where ICHOS is represented, actions must be diligent, upholding and protecting the company's image and reputation, which have remained exemplary over forty years.

4.6 CONFLICT OF INTERESTS

1. Individuals from both parties should avoid personal relationships that could compromise professional objectivity.
2. Any actual or potential conflict of interest must be promptly reported to integrity@ichos.com, so appropriate action can be taken.
3. ICHOS has established mechanisms to identify and address conflicts of interest.

4.7 RESPECT AND DIVERSITY

1. All individuals must be treated with dignity and respect, with no tolerance for offensive conduct or discrimination based on gender, sexual orientation, race, religion, political or union affiliation, nationality, language, marital status, age, disability, or any other status.
2. No one may exploit others through manipulation, concealment, misuse of confidential information, or mistreatment.
3. Suppliers must be committed to upholding labour rights throughout their supply chains.

4.8 SAFETY AND OCCUPATIONAL HEALTH

1. Suppliers must ensure working conditions and environments under their control comply with labour and safety regulations and promote physical, mental, and social well-being.
2. Suppliers must comply with occupational health and safety laws; when required, they must demonstrate compliance to ICHOS.
3. When working at ICHOS or INVAP premises, suppliers must inform their teams and subcontractors of, and enforce, all relevant health and safety policies.

4.9 ENVIRONMENT

1. Suppliers must perform their activities in an environmentally responsible manner, in compliance with all applicable laws.
2. Providers are expected to take a preventive approach to environmental protection concerning risks and negative impacts.
3. Environmental protection and continuous improvement should cover the suppliers' facilities, products, and services.

4.10 CONFIDENTIALITY

1. Suppliers must safeguard any information obtained through their business relationship with ICHOS and must not disclose, share, or misuse it.

2. If suppliers inadvertently receive confidential information regarding ICHOS or its stakeholders, they must notify ICHOS within 24 hours of becoming aware.

4.11 CARE OF ICHOS'S ASSETS AND TOOLS

1. When using ICHOS's property, facilities, or tools, suppliers must act responsibly and ensure their proper care and preservation.

4.12 COMPLIANCE WITH EXPORT CONTROLS AND SANCTIONS

1. Suppliers must conduct business in strict compliance with all applicable export control and sanctions laws.

2. All transfers, sales, and acquisitions of goods, software, technologies, and services must conform to these legal requirements.

3. Suppliers must maintain high standards of trade compliance, ensuring their staff—and their suppliers and partners—comply as well.

5 SUPPLIER RESPONSIBILITIES

5.1 SUPPLIERS MUST:

1. Uphold and enforce this Code and their own, applying the more stringent set of standards where they differ.

2. Report any situation where ICHOS's staff or representatives act or attempt to act contrary to this Code.

3. Provide any information required by ICHOS to verify compliance, maintain ethical conduct, and avoid business activities inconsistent with ethical standards.

4. Take corrective action if ICHOS verifies non-compliance within the supplier's operations.

5. Notify ICHOS of any information or situation relevant to the requirements of this Code.

6. In accordance with export control and sanctions laws, implement and observe as appropriate:

- Restrictions on countries, trading partners, and individuals.
- Classification of goods, software, and services for controlled status and restrictions.
- Due diligence in assessing export controls prior to business engagements or transactions.
- Procurement of all necessary licenses or authorizations.

5.2 CONSEQUENCES OF MISCONDUCT

1. Supplier violations of this Code may result in various contractual consequences depending on severity, including contract termination or disqualification from future business, in addition to possible legal actions.

5.3 REPORTING MISCONDUCT AND INQUIRIES

1. Any violation or suspected violation of this Code must be reported immediately. Communications can be made (named or anonymously) 24/7 via:

<https://ichosbyinvap.com/>

2. Individuals or companies raising concerns in good faith will not face negative consequences in their relationship with ICHOS, and confidentiality is ensured.

3. For questions or further guidance, please contact:

integrity@ichos.com

