



ETHICS CHARTER



With this Ethics Charter, the Company states the ten fundamental principles that inspire its business, which are meant to be respected and promoted towards anyone.

1.

**Integrity of behavior
and compliance with
Laws and
Regulations**

- The Company is inspired by the principles of social responsibility to protect its customers, suppliers and interested third parties and operates in strict compliance with the Law.

2.

**Rejection of any
discrimination**

- The Company avoids any discrimination based on age, sex, sexuality, state of health, race, nationality, political opinions and religious beliefs.

3.

**Freedom of
association and
right to collective
agreements**

- The Company guarantees its employees and collaborators the freedom of association and the right to application of collective agreements.

4.

**Centrality,
development and
enhancement of
human resources**

- The Company recognizes the centrality of human resources and places professionalism and the individual contribution of people at the center of its own work.

5.

**Respect for health
and safety at work**

- The Company is committed to respecting health and safety in the workplace, eliminating any dangerous or unsafe condition.

6.
**Transparency and
business ethics**

- The Company bases its business ethics on the values of reliability, capital solidity, transparency, fairness in the contractual sphere and protection of competition.

7.
Quality

- The Company believes that quality is its distinctive element, which is why it ensures the best execution of every activity and service.

8.
Sustainable growth

- The Company promotes responsible development by protecting the environment through compliance with the law, the reduction of impacts, and internal awareness-raising.

9.
**Protection of
intellectual
property and
copyright**

- The Company considers the protection of intellectual property and copyright of primary importance and therefore prohibits any conduct aimed at their alteration and counterfeiting, as well as, in general, any undue use.

10.
**Legality and fight
against crime**

- The Company deeply believes in democratic values and condemns any activity that may have criminal purposes.