

Code of Business Conduct

ANTI-CORRUPTION, INTEGRITY AND DIVERSITY



This code of conduct reflects our firm commitment to an ethical business culture and the prevention of corruption in all our operations.

- 1. We are committed to transparency** in all our operations and decisions, ensuring that all transactions are properly documented.
- 2. We are committed to prohibiting** any form of **bribery**, whether direct or indirect, in our business interactions and relationships with third parties.
- 3. We are committed to** promoting a **work environment** where ethics and integrity are core values in all our actions.
- 4. We are committed to training** and **educating** our employees on anti-corruption laws and regulations, ensuring that everyone understands their responsibility.
- 5. We are committed to** conducting regular **audits** and reviews of our practices to identify and mitigate any corruption risks.
- 6. We are committed to** establishing safe and **accessible reporting** channels so that our employees can report any suspicious behavior without fear of retaliation.
- 7. We are committed to collaborating** with authorities and regulatory bodies in the fight against corruption, providing the required information when necessary.
- 8. We are committed to evaluating** our business partners and suppliers to ensure that their practices are also aligned with our ethical standards.
- 9. We are committed to** accountability, establishing **clear procedures** to investigate and take action against any violation of our anti-corruption policies.
- 10. We are committed to** the **continuous improvement** of our policies and procedures related to corruption, adapting to changes in laws and best practices in the sector.
- 11. We are committed to** participating in any form and environment that allows us to support the cause of integrity and the fight against corruption.
- 12. We are committed to respecting everyone** equally, regardless of physical, social or cultural status, nationality, race, origin or sexual preference.
- 13. We are committed to** making our work a seed for a better **Mexico** and a **better world**.