



## CODE OF CONDUCT

The Board of FHECOR Ingenieros Consultores S.A is committed with an ethical behavior and responsible corporate governance. The company is responsible for encouraging our takeholders to act in accordance with the Code of Conduct.

The FHECOR Code of Conduct includes a set of principles and values of behaviour that FHECOR considers essential for conducting business.

This code shall be respected and accomplished by all employees in their everyday activity.

This Code of Conduct is a key guide for our business practice and covers several commitments.

### Commitment with our staff:

We search our employees' integral development, personal and professional, through respect and equal opportunities policies. Thus, FHECOR achieves the commitment and involvement of its employees in a common project.

We foster values such as honesty, loyalty, good faith and transparency by means of our organizational culture.

We consider occupational health and safety a key point in our organization. Our employees' physical integrity and health are rights that need to be constantly preserved in our everyday activities by all staff at FHECOR, especially by those who manage teams.

We aim to the highest standards in health and safety at work, setting preventative policies integrated in our organization, and promoting employees' involvement in these policies.

Managers are responsible for demonstrating, through their actions, the compliance with this Code. They should lead by example and be available to employees who have ethical doubts or wish to report any possible violations of business ethics.

### Commitment with our clients:

We act with integrity, loyalty, honesty, professionalism and good faith, taking total responsibility for our actions and decisions, which always aim to reach the highest quality levels, excellence in the services we provide, and long-term development of relationships based in confidence and mutual respect.

Establish collaborative relationships with clients based on truthfulness, transparency and confidentiality in the transfer and use of professional and personal information.

### Commitment with our suppliers:

Suppliers are selected with impartially and objectively, applying quality and cost criteria.

We endeavor to integrate local suppliers in our activities, applying equal opportunity policies for all, and fostering their development.

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#### Commitment with society:

We understand ethical behavior and responsible corporate governance as a tool to improve social, economic and environmental conditions of our community.

We promote the strengthening of universal ethical values.

We are committed to reduce the pollution generated by our activities, promoting recycling and reutilization of resources, and redefining processes in order to reduce the consumption of energy, water and raw materials.

We fulfil all current laws and regulations governing our activities, as well as any other legal requirements that may be applicable, both in nationally and internationally, and any other rule or requirement that the organization has voluntarily adhered to.

Transparency. We provide clear, objective, and verifiable information, both internally and externally.

Our CEO, who is accessible for any person or organization that might detect a breach or violation of this Code of Conduct, leads Ethics Committee of FHECOR.

The commitments to society made by our organization are based on professional ethics values and principles contained in this document.

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C.E.O

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