



IAMECA

CODE OF CONDUCT



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This code of conduct has been developed with the aim of achieving the highest quality of services in an environment of respect, collaboration and professionalism.

Its content is not limited to the offices of IAMECA, but we expect that both our collaborators and suppliers and/or associates behave in the same way in any work interaction or intervention related to the activities or reputation of IAMECA, including relations with clients, personnel, other suppliers, consultants and services such as employees of hotels, restaurants and airlines.

We expect all of our employees and representatives to act as role models by reflecting our professional values and actively promoting a positive and respectful work environment.

All IAMECA personnel, both its directors and collaborators, will receive regular training on the issues addressed in this Code and the behavior guidelines established in this regard. Likewise, the content of the Code and its correct compliance will be evaluated year after year, thus ensuring its constant updating based on existing best practices and its continuous improvement.

Based on the foregoing, the rules that will be strictly complied with are detailed below:

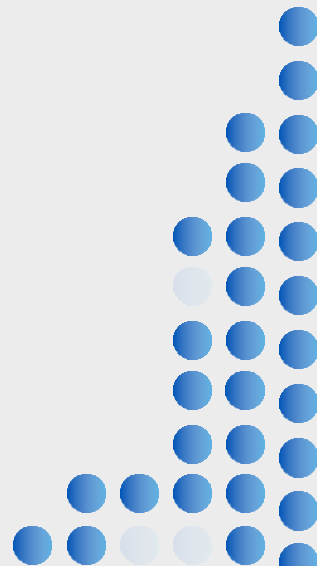


01 HUMAN RIGHTS

We will not tolerate discrimination.

Equality of opportunity and treatment shall be guaranteed with respect to employment and occupation without discrimination on the grounds of race, color, sex, gender, religion, political opinions, national or social origin or any other reason. We will not engage in discriminatory employment practices with regard to hiring, promotions, training, compensation and benefits, among other things, nor will we tolerate discriminatory actions among our employees.

All employees shall be treated and treated with dignity and respect





“ALL EMPLOYEES SHALL BE TREATED AND TREATED WITH DIGNITY AND RESPECT. “

No type of threat, act of violence, harassment, verbal, physical, or psychological aggression will be tolerated. Transparent and favorable working conditions will be guaranteed to our employees and we expect the same from our suppliers and partners for their own employees.

Workers shall have the right to unionize and bargain collectively in order to promote and defend their interests. All forms of forced or compulsory labor are prohibited.

Child labor is totally prohibited.



02 ENVIRONMENTAL RESPONSIBILITY

Good practices in environmental matters in the workplace will be promoted and adopted, guaranteeing employees and suppliers the necessary tools for the correct development of said practices.

Our employees, suppliers and associates will be expected to comply with the same parameters of responsibility and commitment to the environment.

Waste and waste of all kinds, including water and energy, will be eliminated or minimized, and conservation, recycling, and reuse of materials will be promoted instead.





03 ETHICAL CONDUCT

Compliance with strict standards of ethical and moral conduct and respect for local legislation will be required.

Any type of crime of corruption, influence peddling, illicit enrichment, as well as extortion, fraud, and bribery will not be tolerated.

IAMECA will always comply with national legislation as well as with the regulations and standards of the companies and organizations with which it works, avoiding non-compliance with issues such as conflict of interest or employment restriction, guaranteeing the observance of any requirement or demand that a potential client might consider.





04 SAFETY AND OCCUPATIONAL HYGIENE



The working conditions will be completely safe and will not present any type of risk to health. Our employees will have the necessary infrastructure and materials for the proper performance of their tasks in a comfortable and healthy environment.

