



IAMECA

INTEGRITY PROGRAM



MESSAGE FROM THE AUTHORITIES

The IAMECA Board of Directors is aware of our responsibility towards our collaborators and the environment in which we want them to work.

Our relationship with suppliers and customers is also very important to us, which is why we are highly committed to our Integrity Program and to the ethical spirit that we hope to instill in those who work with us.

This Program is built day by day thanks to everyone's efforts.

That is why we recognize the importance of active communication, constantly training our collaborators and disseminating our Code and Integrity Policies to third parties as well.

On the other hand, and in order to generate constant improvement, we promote the monitoring of this Program through standardized processes.

Its annual evaluation will guarantee the quality we seek at IAMECA, which is why it has been developed in conjunction with our Quality Program, which will be certified under the ISO 9001-2015 standard.

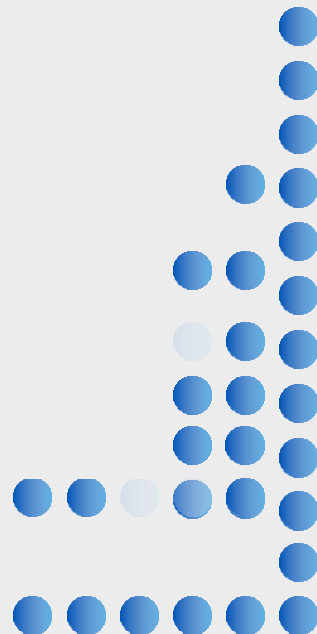


CONTENT OF OUR PROGRAM

In compliance with the Criminal Responsibility Law No. 27,401 and the associated regulations, our Integrity Program is made up of a series of documents and activities, which are detailed below and will be presented throughout this document:

- DECLARATION OF PRINCIPLES*
- CODE OF CONDUCT*
- TRAINING PROGRAM
- PERSON IN CHARGE OF THE PROGRAM
- RISK ANALYSIS
- ACTIVE COMMUNICATION
- TECHNOLOGICAL SECURITY*
- ANNUAL REVIEW

*Documents contained in independent files, which are incorporated as annexes to this.





CONTENT OF OUR PROGRAM

- **TRAINING PROGRAM:**

Each one of our collaborators will have an initial training on our principles and work ethics, delving into the contents of the Integrity Program and the Code of Conduct. It will take place in our offices within the first week of work.

On the other hand, each year and as a result of the annual review of the immediately previous year, we will develop an annual training for all the firm's collaborators, delving into the contents on which it is considered necessary to focus and incorporating those new topics and interests that arise have identified.

- **PERSON IN CHARGE OF THE PROGRAM:**

We have designated a person responsible for the Integrity Program within the firm, who will be in charge of developing, reviewing and constantly updating it. Likewise, he will be available to the collaborators to receive complaints and search for solutions on those problems that must be resolved within the framework of this program.

Any person interested in filing a complaint through the institutional channel, whether from within or outside the company, may do so by sending an email to the following box, created specifically for this purpose: info@iameca.com



CONTENT OF OUR PROGRAM

- **RISK ANALYSIS:**

For a correct implementation of this program and the achievement of the quality standard that the company wants to achieve with the certification of the ISO 9001-2015 standard, a mapping of each of the processes developed within the firm has been carried out. This mapping has made it possible to identify those that could mean some type of risk in terms of ethics and integrity, on which the analysis was deepened for the incorporation of steps within these processes that guarantee the necessary control for compliance with the company's policies in this matter.

Below is a sample of the analysis carried out on each identified risk:

RISK 1

- ÁREA
- DESCRIPTION OF THE IDENTIFIED RISK
- RESPONSIBLE
- LIKELIHOOD AND IMPACT
- CONTROLS





CONTENT OF OUR PROGRAM

- **ACTIVE COMMUNICATION:**

We strive to maintain active communication on ethics and integrity, after periodically disseminating material inside and outside the company, as well as its exposure in work and meeting spaces, so that our position on the subject and of wide knowledge for our internal and external collaborators as well as for our commercial partners.

- **ANNUAL REVIEW:**

- Individual meetings with the person in charge of the program.
- Annual evaluation of collaborators (case analysis).
- Internal audit of the actions carried out in the year within the framework of the processes identified as "at risk".

Because of the annual review tasks, a report will be prepared with all what was observed, identifying those aspects that are considered necessary to incorporate and/or reinforce, which will be taken into consideration for the following year's training.

