



## **ETHICAL CODE**

### **1. Definition and objective of conduct code and responsible practices**

DERCOSA's Ethical Code establishes behavior models, principles and attitudes that a company should have during all professional responsibilities.

The Ethical Code has as a main objective to assure a professional and ethical behavior, consolidating a culture and standard rules, accepted and respected by all of its employees. It will be the premise in all relation with employees, customers, shareholders, suppliers, etc.

The Code will be mandatory. All DERCOSA employees are obligated to comply with these rules using any channel. Moreover, the company has established a procedure, by ethics committee, where employees can confidentially provide irregularities and bad practices observed.

In this way, the ethical code:

- Promoting knowledge and corporate culture in DERCOSA, based on human and social rights fulfillment.
- Applying the diligence right in prevention, detection and resolution of irregular conducts. The company is committed to regularly analyze and assure that all employees know the Code, their responsibilities and the way to notify irregularities.

### **2. Scope of application**

The ethical code is distributed to every administrative, director and employee of DERCOSA, independently of the position in the company. In addition, the code can be extensive in its application in any organization related to DERCOSA.

On the other hand, when norms, laws, local regulations and this Ethical Code show discrepancy between them, employees will apply the most restricted one.

All employees are responsible to know and fulfil the laws related to their function, responsibility and workation. In any case, DERCOSA will make available the local legislation according to their professional functions, and they are free to ask to superiors any doubt or use the rest of established ways for diffusion, knowledge and fulfillment this Code.