



COMPANY CODE OF ETHICS AND CONDUCT

Introduction

This Code of Ethics and Conduct sets out the principles that guide the behavior of employees, managers, suppliers, partners, and other stakeholders within Cepesan's operations.

We are committed to acting with integrity, respect, responsibility, and transparency, fostering an ethical work environment aligned with the highest legal and moral standards.

1. Core Ethical Principles

Integrity: Acting with honesty and consistency in all situations.

Respect: Treating everyone with dignity, without any kind of discrimination.

Transparency: Communicating clearly, objectively, and truthfully.

Responsibility: Taking responsibility for one's actions and decisions.

Sustainability: Contributing to social, environmental, and economic development.

2. Expected Conduct

Compliance with current laws and regulations.

Care for the company's physical, intellectual, and reputational assets.

Professional relationships based on mutual respect.

Prohibition of moral or sexual harassment and any form of violence.

Preservation of confidentiality of sensitive information.



3. Conflict of Interest

Employees must avoid situations in which their personal interests may conflict with those of the company. Any potential conflict must be immediately reported to direct leadership or the ethics channel.

4. Relations with the Public and Private Sectors

It is forbidden to offer or accept any undue advantage to obtain benefits. Interactions with public agents must be ethical, legal, and transparent.

Cepesan Management