

At **MERQUIMIA INTERNACIONAL S.A.S** we consider that ethics is very important, which is why we base our identity on general values, principles and standards, we believe in the organization as a source of work, to achieve goals and be better every day in personal and spiritual aspects. and work, delivering the best to society. Our Code of Ethics is a guide to the rules and policies that apply to our company. Supported by our corporate values: Faith, Excellence, Happiness, Integrity, Leadership, responsibility and transparency. We are pleased that Merquimia Internacional is a socially responsible company with strict compliance with the law, our constant ethical conduct, promoting respect and evaluating the real or potential adverse impact on the human rights of all interested parties.

Our fundamental principles are:

1. Our businesses are conducted legally and with integrity.
2. Work is carried out on the basis of freely agreed and documented conditions of employment.
3. The work is carried out voluntarily
4. All workers are treated with respect and dignity.
5. All workers are of appropriate age
6. All workers receive a fair wage.
7. Work hours for all workers are reasonable and in accordance with the law.
8. Merquimia Internacional deals with health and safety at work.
9. Workers have access to fair solutions and procedures.
10. The land rights of communities, including indigenous peoples, will be respected and promoted.
11. Business is conducted in a manner that promotes sustainability and reduces environmental impact.

1. Our businesses are conducted legally and with integrity

• ***Bribery***

Business is conducted legally and with integrity. We always work doing the right thing, without affecting other people, with total rectitude and honesty in our conduct. There is a prohibition on all forms of bribery, corruption, extortion or embezzlement. Bribery damages our society, undermines fair trade and is contrary to our values. We act by demonstrating the truth of our actions and with the value of being sincere and reliable collaborators.

• ***Confidentiality of information***

We protect and respect the confidential information of Merquimia Internacional. All information is obtained legitimately and will only be used for purposes as established in data processing laws. Merquimia Internacional's confidential information is only used for its intended and designated purpose. Any and all personal information about individuals, such as customers, suppliers or employees, is handled with full respect for the protection of their privacy and all relevant privacy laws and regulations.

• ***Competitor information***

Information about Merquimia Internacional's competitors is obtained legally. We never use inappropriate means (such as deception, bribery, or invasive techniques). Competitor information is obtained through public sources, the Internet, industry surveys, magazines specialized in the target markets. Our work is based on excellent quality, service and best prices.

- ***Financial records, money laundering and insider trading***

All business transactions are carried out transparently and recorded. There is no actual or attempted involvement in money laundering or terrorist financing.

- ***Gifts, hospitality and entertainment***

Any entertainment or hospitality business is kept reasonable in nature, entirely for the purpose of maintaining good business relationships and not with the intention of influencing Merquimia Internacional's decisions about future business.

- ***Conflict of interests***

Any and all conflicts of interest in any commercial transaction of which Merquimia Internacional is aware will be declared to allow the opportunity to take appropriate action. Whenever possible, employees should avoid Conflicts of Interest. If a Conflict of Interest has occurred or if an employee is faced with a situation that may involve or give rise to a Conflict of Interest, the employee must notify his or her immediate superior in order to resolve the situation in a fair and transparent manner.

2. Work is carried out on the basis of freely agreed and documented conditions of employment

Our policies are adopted and enforced, respect employees, permanent and casual, and, at a minimum, protect their rights under the employment contract, local and national labor and social security laws.

3. The work is carried out voluntarily

At Merquimia Internacional, forced and compulsory labor or in conditions of slavery (reduction to servitude) is not acceptable. Workers are free to work or not to work or to join or not to join a union or to remain in it or leave it. They have freedom of association and the right to collective bargaining.

4. All workers are treated equally with respect and dignity

There is no discrimination in hiring, compensating, training, providing, terminating or retiring based on race, national origin, religion, age, sex, status, sexual orientation, union or political membership, a disability or pregnancy. No worker is subject to any form of physical, sexual, psychological or verbal harassment or abuse, or any other form of intimidation. Special attention is paid to the rights of workers most vulnerable to discrimination. Merquimia Internacional aims to prevent, care for, raise awareness and guide workers in matters of workplace harassment, sexual harassment at work, violence and discrimination against women and people with diverse sexual orientations in order to have decent work environments, based on respect for human rights and the achievement of equality.

- ***Maintenance of employment***

Every effort is made to maintain the employment of those employees who perform their duties adequately. Likewise, we are job generators, whenever our structure requires it.

- ***Relationship with internal information channels***

We recognize the importance of being clear and timely, so that each worker can feel involved with the objectives of Merquimia Internacional, having communication channels for the dissemination of topics of interest.

5. All workers are of appropriate age

Under no circumstances are children or young people under 18 years of age used. With respect to Child Labor, we respect all laws applicable to the hiring and employment of minors.

6. All workers receive a fair wage

Workers receive salaries and benefits for their work in compliance with current legal regulations. They are provided with written and understandable working conditions regarding salaries before accepting employment and details of their salaries during the pay period.

7. Work hours for all workers are reasonable and in accordance with the law

Workers are not required to work more than the normal and overtime hours permitted by the Employment Contract Law. Overtime is voluntary and is paid according to the law.

8. Merquimia Internacional deals with health and safety at work

In our operations we promote the comprehensive growth of our collaborators, the protection of the Environment, the preservation of the safety and health of our workers, and we contribute to the development of the region.

9. Workers have access to fair solutions and procedures

Workers have transparent, fair and confidential procedures that provide a quick and fair resolution of difficulties that may arise as part of their employment relationship, right to collective bargaining. We encourage our collaborators to work enthusiastically, through a good communication process aimed at achieving goals.

10. The land rights of communities, including indigenous peoples, will be respected and promoted

We respect the rights and titles to property and land of people, indigenous peoples and local communities. All negotiations regarding your property or land, including the use and transfer thereof, comply with the principles of free, prior and informed consent, and contract transparency and disclosure.

11. Business is conducted in a manner that promotes sustainability and reduces environmental impact

- **Relationship with our clients**

Our organization has a commitment to total quality, ensuring compliance with customer requirements and the continuous improvement of products, processes and services, based on ISO 9001 and Good Manufacturing Practices standards.

- **Relationship with society and the environment**

Merquimia Internacional is committed to the care and conservation of the environment, promotes and develops activities aimed at mitigating the environmental impacts produced in the development of its activities; Therefore, it strives for its protection, the prevention of pollution and compliance with the required environmental regulations.

- **Relationship with our assets**

We are committed to protecting and optimizing the value of the investment, through the rational and profitable use of resources, whether machines, buildings, processes, systems, technologies, product development projects, business strategies, etc.

- **Relationship with the development of talents and skills**

We provide the necessary support and in terms of values we do not allow any type of harassment or conditioning of staff.



SUBSTITUTE LEGAL REPRESENTATIVE