

GUZMAN GLOBAL is committed to its values, ethical principles and ways of acting.

Absolute rejection of any form of corruption reiterates our commitment to transparency and integrity in relations with our partners.

In all jurisdictions in which we operate, we must ensure strict compliance with anti-corruption and anti-bribery regulations, applying a zero-tolerance criterion against any breach of regulations or this Policy.

This Policy is applicable to all employees of GUZMAN GLOBAL, as well as to the partners with which we operate. Any conduct or action contrary to our principles of prevention and fight against corruption will be grounds for termination of relations, as well as other possible actions and/or legal sanctions.

Employees or business partners who may have doubts or suspicions regarding any form of corruption may transmit their concerns through the Integrity Channel.

GUZMAN GLOBAL guarantees the complete confidentiality of these communications and will not tolerate any retaliation to the whistleblower that acting in good faith, communicates facts that could constitute a breach of this Policy.

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As signatories to the United Nations Global Compact, we reiterate our commitment to work against corruption in all its forms.
Fidel García-Guzmán - CEO GUZMAN GLOBAL
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Our Principles

- 01 Adherence to the principles of business integrity, set out in the Company's Code of Ethics:
 - o Avoid situations that generate conflicts of interest.
 - o Do not allow or make any improper payment.
 - o Do not offer or accept gifts or invitations of value in order to obtain undue advantages for the Company.
- 02 Promote transparency in business relationships, paying special attention to those cases in which there may be lack of integrity of the persons or entities with which we conduct business. GUZMAN GLOBAL or its partners must establish business relationships with individuals and entities with an adequate reputation
- 03 Do not use donations to cover up improper payments or as a means of obtaining undue advantages for the Company. The donations made by GUZMAN GLOBAL are governed by our commitment to society, seeking a positive impact on the communities in which we operate.
- 04 Do not request or receive any third-party undue commissions, payments or benefits resulting from the Company's operations.
- 05 Faithfully reflect all transactions and operations in the financial statements, in compliance with accounting, tax and international standards regulations.
- 06 Do not accept funds whose origin may be potentially unlawful, and do not operate with any trading partner whose resources may finance a criminal activity.
- 07 Ensure compliance with regulatory procedures with public and private entities, in particular in the area of grants and licenses.
- 08 Do not influence the willingness of individuals to obtain any benefit using unethical practices and/or contrary to applicable law.