



INTRODUCTION



This code of conduct describes the principles and commercial approach of Grupo Ingemar. It lists the responsibilities we share individually and as a group towards society, customers, colleagues, authorities, and natural resources. Our staff and contractors act in compliance with the standards set forth in this code and Management intervenes if risks or non-compliance are identified.



Support clients in planning, designing, building, and operating projects in general, maintaining high standards of environmental quality and complying, always, with current national and international environmental regulations.



Lead the field of environmental consulting and auditing, maintaining high moral and ethical values; and becoming a strategic partner of our clients.



Our actions are based on the following principles:

1. Commitment to society, customers, authorities, and the environment.
2. Integrity.
3. Transparency.
4. Zero tolerance against corruption.
5. Avoid conflicts of interest.
6. Loyalty.
7. Responsibility.
8. Culture of legality.
9. Gender equality.
10. Zero tolerance for sexual harassment.



PERSONAL CONDUCT AND INTEGRITY

We encourage our employees and contractors to avoid negative conduct in public, internet, social networks, and meetings that may affect the reputation of Grupo Ingemar and its customers.

We require our customers to comply with national or international standards. We do not tolerate any kind of bribery or act of corruption. We encourage the culture of transparency to plan strategies that allow us to identify risks and make the right decisions to avoid conflicts of interest; that in case of identification, are immediately communicated to the client.

RESPONSIBILITIES TO SOCIETY



As socio-environmental consultants and auditors, we have the knowledge and ability to propose innovative and sustainable solutions to our clients, considering the risks and impacts on people, the environment and society.

We promote the participation of all stakeholders in a project.

We focus on the efficient use of resources and materials, considering their complete life cycle.

We guarantee the safe execution of a project for the population and the environment. We respect and protect human rights and do not tolerate forced or child labor.



RESPONSIBILITIES TO OUR CLIENTS AND BUSINESS RELATIONSHIPS

We carry out our work in a professional and independent manner to our clients based on the national and international standards that govern our sector. We contribute to fair competition based on competition and quality of services. We act transparently and maintain individual confidentiality to avoid potential conflicts of interest when advising clients with similar businesses, respecting, and protecting their individual interests.

We strive to give added value to our customers, contractors, and authorities. We inform our clients when a topic is outside our expertise.

We promote the moral, social, and economic growth of our staff and contractors along with our own. We require them to adhere to our code and management is constantly reviewing their compliance.