

Ethical Code of Conduct

Our ethics code is a reflection of our corporate values, which defines who we are and where we are going.

At Electronet we celebrate our differences and promote inclusiveness so that our team can reach their maximum potential.

We value innovation and knowledge, and believe in listening to everyone's ideas, to ensure our ability to continue creating, innovating and sharing knowledge. We strive to maintain an entrepreneurial spirit and agile response times in pursuit of a common goal. We pride ourselves in our sense of responsibility and take ownership of our actions, enforcing values at the core of our company that build the foundation of courageous decision making.

We search for talent who is prepared for constant change, willing to pursue a common goal, who believe teamwork is the key to integrity and discipline, and to maintain a stable company that meets and exceeds its goals.

We have abided by the fundamental values in this ethical code of conduct for the past **20** years, it's the basis for our way of doing things.

Honesty Integrity Responsibility Discipline

Constant Excellence

Corporate Values

Corporate Responsibility

Promoting sustainable development, by investing in social projects that help mitigate our carbon footprint and environmental pollution derived from our business activities.

Improve competitiveness in the countries where we have a presence and develop business opportunities that satisfy our customers and resellers demand.

Promote innovation and excellence daily for the people and companies we work with, and society in general.

Contribute positively to people, groups, companies and society in general, to create a collective consciousness, improve daily and achieve excellence.

Quality Commitment

1. Abide by current legislation where we have a physical and commercial presence.
2. Develop our business relationships honestly, fairly, honorably and trustworthy, and rejecting payment off the books, bribes, inappropriate commissions or gifts to gain the client's preference.
3. Search for capable and diverse talent to fulfill our open positions.
4. Respect human rights. Ban any kind of exploitation, child labor, or predatory business practices.
5. Comply with all safety and quality standards and maintain a strict adherence and perform constant revisions of them.
6. Provide a safe, friendly and clean workplace for our team
7. Ensure our employees abide by this ethical code of conduct.
8. Comply with environmental regulations and abide by local legislation on waste disposal.

As part of our business strategy, we are committed to ethical business practices, therefore our employees may not receive gifts, services, loans, favors, unofficial payments, or special treatment of any kind from any of our customers or suppliers. Our business relationships must remain strictly professional and in no way damage Electronet.

Electronet S.A. states that it will enforce these practices with each and everyone of its clients and suppliers, in pursuit of transparency, honesty and responsibility.