

Code of Conduct

We require our suppliers, representatives, contractors and other interested parties to comply with this Code of Conduct, the Anti-bribery and Anti-corruption Management Policy, by virtue of which:

- Suppliers and other interested parties may not accept, request or receive any gift, gratuity or benefit from third parties, directly or indirectly, in connection with the provision of their services or provision of goods.

As well as compliance with all applicable laws that govern:

- The regulatory framework of our activity «Customs Code», contracts with the government, public tenders and the conclusion of administrative contracts or in any other interaction with the public sector.
- Fair trade, including antitrust and competition laws and intellectual property rights.
- Money laundering and record keeping and accurate financial reporting systems.
- Fair and ethical labor and recruitment practices, comprehensive pension regulatory labor framework, and the provisions of the Labor Risk Law, equal opportunities to equal employment capabilities for employees and applicants of all levels regardless of color, race, gender, sexual identity, age, ethnicity, national origin, sexual orientation, marital status, religion, disability or any other characteristic protected by law.
- The development of its activities in a way that prevents, minimizes, mitigates and/or compensates the negative environmental impacts.
- Keep secrecy and confidentiality regarding all the information to which you have access due to the goods or services provided.
- Maintain a high level of occupational health and safety in its facilities, products and services, paying special attention to the protection of its employees, contractors, customers and the local environment.

If it is concluded that a supplier or other interested party has committed a violation of this Code, the necessary measures may be taken, including sanctions and even the suspension of the contractual relationship or its termination due to contractual breach.

At Estudio Giolito we have an anonymous, confidential and secure reporting channel so that you can communicate any situation or event that in your opinion violates the provisions of our Code of Ethics. [Make your complaint here.](#)