



Code of Ethics

Version October 2024

AESA consulting



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INTRODUCTION

Letter from the General Manager

Dear Collaborators,

Throughout our journey at AESA Consulting, we have worked with dedication, from our daily tasks to our most significant achievements, always guided by solid ethical principles, integrity, and a deep respect for the laws that govern us.

In the following pages, you will find our Code of Ethics, which outlines the principles and values that should guide the decisions and actions of each one of us in the company.

The purpose of this Code is to establish a clear ethical framework for all our activities. All of us who are part of AESA Consulting have the responsibility to adhere to it, not only to ensure that our actions comply with the laws of the countries where we operate but also to uphold the highest standards of social responsibility.

I trust that the spirit and integrity we have always sought in our work, reflected in these principles, will help us maintain and improve the good reputation we have built with clients, suppliers, partners, collaborators, and the communities in which we are present.

I invite you to familiarize yourself with our Code, to respect it, and to act with integrity in everything we do.

Esteban Alvez
General Manager



OUR
VISION

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OUR VISION

Our Vision

To help businesses and communities transform their processes by incorporating circular and regenerative practices, in order to move towards a sustainable future with low carbon emissions.

What Defines Us

- We promote circular economy models and regenerative practices that mitigate environmental impact.
- We collaborate with various stakeholders, both business and community, to achieve a broader impact.
- We implement sustainable operational methods that require a continuous commitment to innovation and ongoing improvement.

Our Values



Sustainability

We prioritize practices that protect the environment and promote responsible development for future generations.



Innovation

We encourage creativity and the pursuit of new solutions that transform processes and business models.



Collaboration

We work together with businesses and communities, promoting the exchange of knowledge and resources to achieve a positive impact.



Commitment

We are dedicated to our clients and the environment, ensuring an ethical and responsible approach in every project.



Excellence

We strive for continuous improvement in our services, ensuring high quality standards in everything we do.



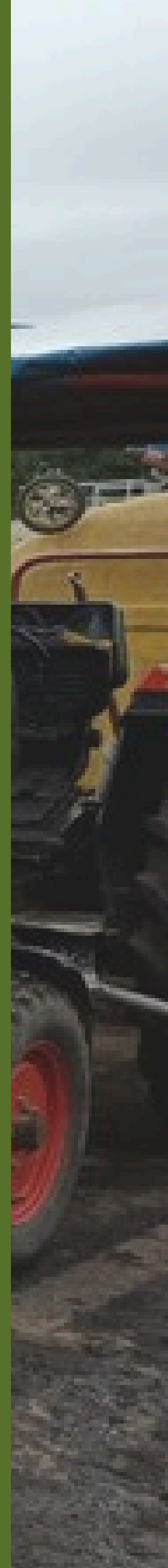
Our Commitments

- We are committed to implementing practices that minimize environmental impact and promote sustainable development in all our projects
- Nos dedicamos a fomentar la innovación en nuestros procesos y soluciones, buscando siempre la mejora y la adaptación a nuevas tecnologías y tendencias.
- We are dedicated to fostering innovation in our processes and solutions, always seeking improvement and adaptation to new technologies and trends.
- We act with integrity and responsibility in all our interactions, prioritizing the well-being of people and the environment.
- We are committed to listening to and understanding the needs of our clients, providing personalized and effective solutions that create real value
- We encourage the learning and professional development of our team, ensuring they are equipped with the skills necessary to tackle current challenges.
- We are committed to measuring and evaluating the impact of our actions, using data to continuously improve our strategies and outcomes.



APPLICATION AND SCOPE

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APPLICATION AND SCOPE



Scope of Application

This Code of Ethics describes the basic and essential principles and values that each of us must observe in our professional conduct. It was not designed to cover all possible situations, nor as a compendium of all the laws and regulations that apply to AESA. Therefore, under no circumstances should this Code be understood as replacing or revoking other internal policies or procedures; rather, all these instruments complement and integrate with one another.

This Code applies to AESA Consulting SPA, referring to its employees and shareholder partners.



Interpretation and Update

All employees of AESA must always use common sense and good judgment when dealing with issues related to our conduct, and seek guidance if we are unclear on how to proceed in a particular case. It is the responsibility of everyone subject to this Code to know, observe, comply with, and fully enforce its provisions.

- The proper protection of the Company's interests makes it the obligation of everyone to promptly report, through the channels outlined later, any actions or behaviors that may constitute a violation of this Code.
- The standards contained in this Code may, in some cases, impose greater or additional requirements than the applicable regulations.
- The contents of this Code of Ethics must be observed without exceptions. In any case, AESA may establish, when deemed necessary and under specific circumstances, stricter conduct requirements for its personnel, which will always be communicated through formal channels.
- Questions or doubts regarding the interpretation of this Code should be directed to the Ethics and Compliance Committee, either in writing or in person, as this Committee is responsible for determining the meaning and scope of its provisions.
- Likewise, the Ethics and Compliance Committee is responsible for evaluating any regulatory changes that require modifications to this Code and its text. The Ethics and Compliance Committee will publish changes to this Code on the website www.aesaconsultora.cl, and it is the responsibility of employees to stay informed about any future changes, as well as to help ensure that all coworkers are aware of this important instrument.



FUNDAMENTAL PRINCIPLES

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FUNDAMENTAL PRINCIPLES



Integrity

In AESA Consulting, we value honesty and transparency in everything we do. We keep our promises and communicate clearly because we believe that trust is built through consistency in our actions and words.

We have an Integrity Pact that reinforces our commitment to these principles, ensuring that every team member acts with ethics and responsibility in all their interactions.



Respect

We believe in the importance of listening to and valuing differences. At AESA Consulting, we foster an inclusive environment where all voices matter. Respect for diverse perspectives not only enriches our interactions but also helps us grow as a team.



Social Responsibility

In AESA Consulting, we are committed to making a positive impact on the communities where we work and on the environment. We support initiatives that benefit people and the surroundings because we believe that our decisions should contribute to the overall well-being.



Confidentiality

Protecting the sensitive information of our clients and collaborators is essential for AESA Consulting. We take privacy and data security very seriously, ensuring that we always handle information with the utmost care and respect.



Professional Excellence

At AESA Consulting, we strive to provide high-quality services and continuously seek improvement. We foster the professional development of our team because we know that excellence is achieved when we are committed to learning and growing.



Collaboration

We believe that teamwork is key to achieving our goals at AESA Consulting. We foster an environment where everyone collaborates, shares ideas, and supports one another. Together, we are stronger and can achieve more impactful results.



Legal Compliance

Respecting laws and regulations is fundamental at AESA Consulting. It not only prevents legal issues but also demonstrates that we are responsible and reliable in our industry.



Justice and Equity

At AESA Consulting, everyone deserves to be treated with justice and equity. We ensure that all individuals have the same opportunities and foster an environment where discrimination in all its forms is avoided.



Transparency

Open communication is fundamental at AESA Consulting. We share relevant information both inside and outside the company because transparency helps build trust and understanding.



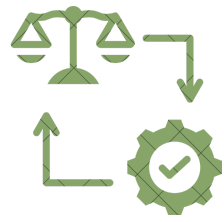
Financial Responsibility

Managing our resources responsibly is key at AESA Consulting. We make financial decisions that not only benefit the company in the short term but also ensure its sustainability in the long term.



ETHICS AND
COMPLIANCE
COMMITTEE

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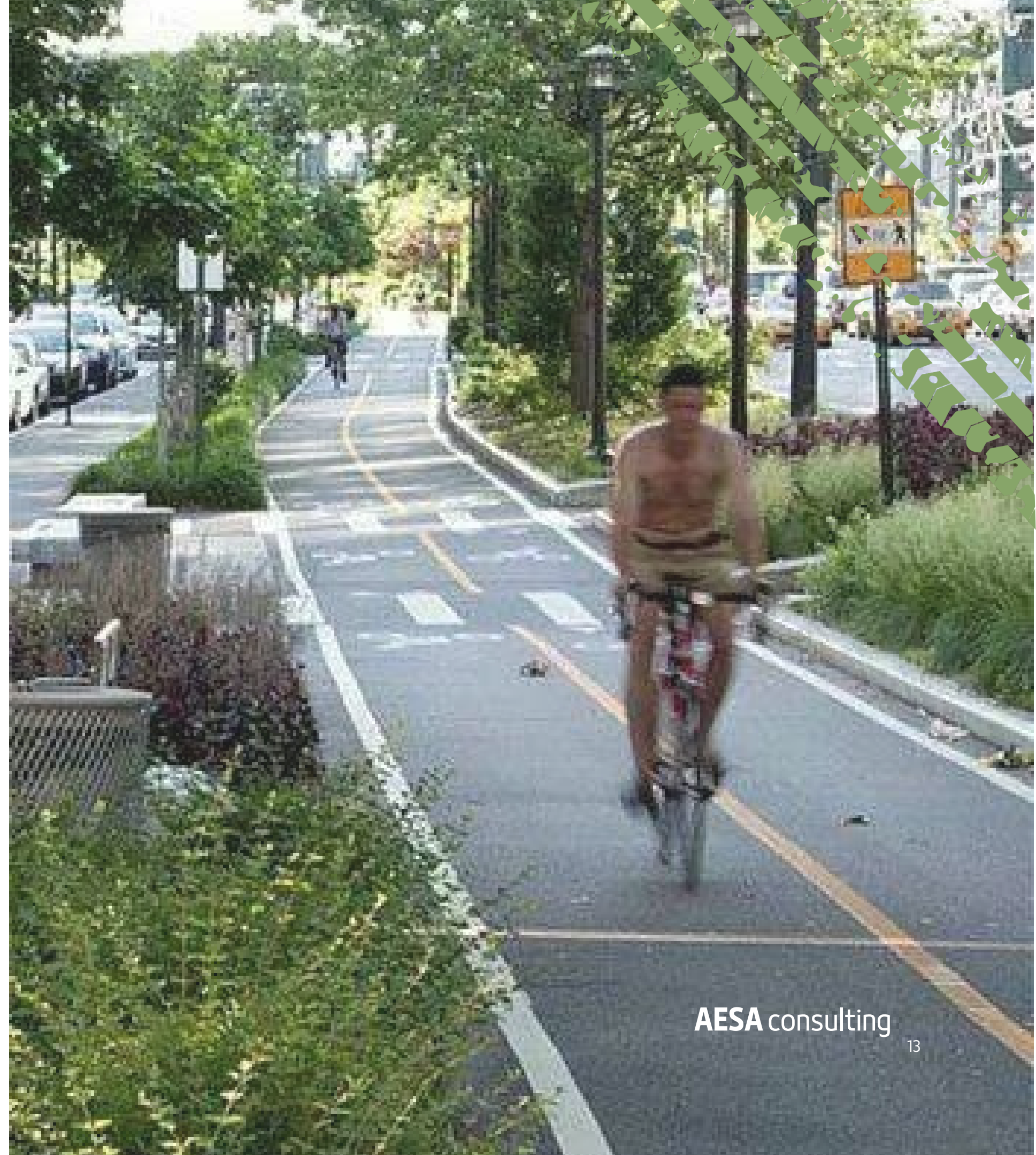
ETHICS AND COMPLIANCE COMMITTEE

The Ethics and Compliance Committee is responsible for ensuring the proper dissemination and application of this Code of Ethics. Its functions include:

- Promoting the values and behaviors encouraged in the Code of Ethics.
- Proposing updates and modifications to the Code of Ethics to the General Manager as deemed appropriate.
- Acting as a consultation body.
- Conducting relevant investigations.
- Promoting consistency at a global level in the interpretation and application of the Code of Ethics.

It is the responsibility of the General Manager of AESA Consulting to appoint the members of the Ethics and Compliance Committee.

Anyone may report violations of this Code or make inquiries they deem appropriate through any member of the Ethics and Compliance Committee, either in writing or in person, which will be handled with complete confidentiality and discretion.





COMPLIANCE REGULATIONS

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COMPLIANCE REGULATIONS

All employees of AESA Consulting are obligated to comply with this Code of Ethics, the policies governing it, applicable regulations, and the respective Internal Regulations.

Failure to comply with the provisions of this Code will be considered a serious labor violation, without prejudice to any infractions that may arise under the law, as well as any civil or criminal liability that may be applicable in each case.

One should not be complacent with the incorrect behavior of others. Therefore, when there is knowledge of violations of this Code, it should be reported to supervisors, any member of the Ethics and Compliance Committee, or channeled according to the procedures established in the AESA Consulting Whistleblowing and Inquiry Procedure.

AESA Consulting will provide each employee with a copy of the Code of Ethics at the time of their hiring.



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