



MAIVISA's CODE OF ETHICS

November 2020.

MESSAGE FROM THE MANAGEMENT

For Maivisa, the Code of Ethics summarizes the fundamental principles and rules of conduct in the exercise of our activities and represents our respect for the law, ethical values, human rights, safety, and respect for the environment. We commit to always acting in accordance with the laws in force in the country in which we operate, rejecting any illegal activity. Every person who works for our company is expected to take these commitments into account in their daily work. Any violation of the law, the Code of Ethics, or any other applicable policy or procedure will result in sanctions being applied to the offender.

COMPLIANCE WITH CURRENT LAW

At MAIVISA, we are committed to complying with current legislation in all areas of our operations, rejecting corruption and any illegal practices. Likewise, all our employees will fully respect the obligations and commitments assumed by MAIVISA in its contractual relationships with third parties.

RELATIONSHIP WITH OUR EMPLOYEES

Maivisa will not tolerate any form of discrimination against our employees, whether based on age, religion, ethnicity, sex, colour, political opinion, social origin, or lack of ability. In the context of people management and development processes, as well as in the selection and professional promotion phase, decisions will be based on the suitability of the expected profiles and professional profiles, and on merit-based considerations. Access to functions and positions is also established taking into account the skills and abilities of the staff.

TRAINING

All our employees are provided with assistance in obtaining any training necessary for their professional development.

WORKPLACE HEALTH AND SAFETY

At Maivisa, we place special emphasis on the health and safety of our employees. Consequently, we provide employees with the necessary means to ensure safe working conditions, expecting their commitment to use protective tools, equipment, and personal protective equipment (PPE). Internally, abuse of power and physical and/or psychological harassment are not tolerated

RELATIONSHIP WITH OUR CUSTOMERS

Maivisa must be characterized by offering exemplary treatment to each and every one of its customers. Seeking their maximum satisfaction in terms of the perceived execution of the service provided to each of them, and the quality of our product, is the priority objective of our business activity. Therefore, each of our employees is required to ensure the highest level of effort and dedication to achieve these goals.

RELATIONSHIP WITH OUR SUPPLIERS

Maivisa's selection of suppliers and other collaborators must be characterized by a pursuit of quality, service, and competitiveness. In addition to considering technical and economic criteria for the selection of suppliers and collaborators, the supplier's activities must adhere to the general principles of Maivisa's Code of Ethics. Otherwise, Maivisa will take appropriate measures and may refuse future collaboration with said supplier.

RESPECT FOR THE COMPETITION

Maivisa will always act honestly towards its competitors. Unethical practices will not be carried out for personal benefit to the detriment of third parties. Likewise, and in defense of free competition, any partial, one-off, or total agreement to set pricing conditions or services offered to third parties is expressly prohibited.

RELATIONSHIP WITH THE ENVIRONMENT

Maivisa is committed to minimizing its impact on the environment. Therefore, we take the necessary measures to maximize the efficient use of all our resources and thus minimize our impact on the environment as much as possible.

CORRUPTION AND BRIBERY

No form of corruption or bribery will be tolerated in any of our business activities. At Maivisa, we do not order, authorize, promise, or induce anyone to conspire to engage in corrupt practices. Employees must not, under any circumstances, give or accept, directly or indirectly, bribes of any kind, in their relationship with clients, suppliers or any other contact related to the company.

CONFLICT OF INTEREST

A conflict of interest arises when the personal interest of a MAIVISA employee conflicts or may conflict with the company's interest in a given situation. An employee should not participate in decisions in situations that could benefit family members and/or friends or provide personal advantages. In any situation where an employee may be experiencing a conflict, they must report it to Company Management.

GIFTS, PRESENTS, AND FAVORS

No gifts or presents that could be construed as exceeding business practices or courtesy will be given or accepted. In particular, we prohibit gifts, presents, or favors to clients or suppliers that could influence decision-making by our clients or employees.

CONTROL OF CONFIDENTIAL INFORMATION

Maivisa has all necessary measures to protect the personal data of employees, clients, and suppliers. The use of confidential information for personal or third-party benefit is prohibited. Only personnel who expressly require it for the development of company activities will have access to confidential information. Confidential information belonging to third parties will be subject to the confidentiality agreements signed with these companies. Confidential information may only be disclosed with the prior authorization of its owner.

EXECUTION AND CONTACT

Any person belonging to or not belonging to Maivisa may submit any questions or comments regarding this Code of Ethics to the following email address: maivisa@maivisa.com, indicating "Code of Ethics" in the subject line