

ICACSA CONSTRUCCIONES DECLARATION

The Business Principles are a set of values and standards that guide our enterprise's actions and serve as a reference for decision making in the different business's areas since they are an integral part of our enterprise for our clients, suppliers, and shareholders:

1. We maintain a transparent and ethical business commitment to high levels of governance.
2. We work against corruption in all its forms, including extortion and bribery.
3. We respect freedom of association and recognize the right to collective negotiation.
4. We promote trusting relationships with our clients, offering products of quality and excellence.
5. We support the eradication of child labor and eliminate all forms of forced or coerced labor.
6. We develop high-performance teams in a healthy and safe labor environment and based on respect for human rights.
7. We are committed to interacting with our neighbors, communities, suppliers, society, and environment, based on mutual respect and cooperation.
8. We promote initiatives of social responsibility and maintain the care of the environment.
9. We support the abolition of discriminatory practices in employment and occupation.
10. We demand honest, upright, and transparent conduct from our personnel.
11. We respect and contribute with our integrated policy of ICACSA Construcciones.

ICACSA has communication channels for direct and anonymous complaints related to the observance of its business principles since this statement is issued for compliance within the enterprise.

YOURS FAITHFULLY:



MANAGEMENT.

