

The Code of Conduct of PASEK ESPAÑA represents the fundamental commitment of the company with the fulfilment, in the course of all our activities, of the professional ethics and the applicable law. This Code is the repository of the companies mission, vision and operating principles that must direct the behaviour of everyone in the company, including employees, managers, proxies and members of the board:

## MISSION AND VALUES

- Safety: **LEADERSHIP**
- Quality and Service: **EXCELENCY AND INTEGRITY**
- Continuous improvement: **TRAINING**

## PRINCIPLES OF ACTION:

- Protection of company assets (employees, reputation, industrial properties, information, products, etc).
- Protection of confidential information both our own and third party.
- Maximize our client's level of satisfaction.
- Defence of free competition that will benefit clients and end users.
- Zero tolerance with corruption and commitment to fulfilling the highest financial and accounting standards.
- Strict compliance with regulatory and quality standards in every country where we conduct business.
- Our relations with employees will be just, equitable and respectful. We will strive to fully develop internal talent.
- Carry out continuous and high quality training programs for our people.
- Prevent against any conflict of interest within the organization.
- Corporate Social Responsibility (CSR) Policy in place for our economic, social and environmental areas.

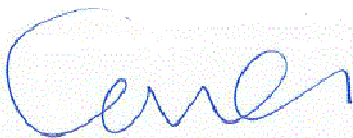
PASEK ESPAÑA will also guarantee that any third party we will collaborate with in the course of our business will adhere to the principles of action mentioned above.

This principles and values that guide the way business is carried out in PASEK ESPAÑA are further developed in the extended version of this Code of Conduct. A copy of this extended document has been handled to each employee of the company.


PASEK ESPAÑA has implemented specific actions and policies to comply with the current regulations in the course of any company business.

If in doubt, consult it: E-mail, [compliance@pasek.es](mailto:compliance@pasek.es)  
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In Salinas, on the 31st of January 2017



President of the Board  
Dña. Ángeles Cecilia González



CEO  
D. Pablo Cuervo-Arango