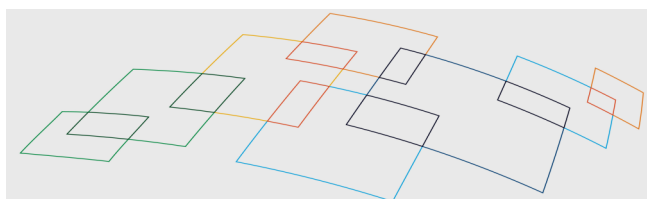
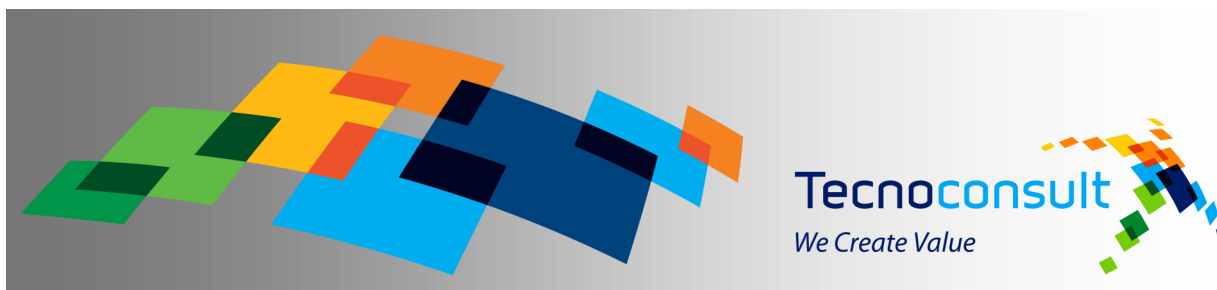


Tecnoconsult's

Corporate Code of Conduct

Endlessly sculpturing our reputation





Dear Associates & Friends,

For the past half-century, Tecnoconsult has continuously focused its efforts in the design, development and safeguard of its most valuable project: its good name. Over the years we have sculptured a corporate culture that endlessly strengthens our good standing with clients, associates, employees and suppliers, based on our Corporate Code of Conduct, that we proudly share with you. These core principles and values guide our everyday activities as we endeavour to create value for all our stakeholders in a challenging world-wide environment.

Carlos E. Yanes Alegrett
CEO

Tecnoconsult's Corporate Code of Conduct

Our Core Principles

Adherence to all legal regulations

We conduct our operations and activities with strict adherence to all legal regulations, wherever we operate. We are corporate citizens fully aware of our legal, social and environmental responsibilities.

Ethics, Integrity, Honesty & Respect

All our activities are based on ethical standards deeply rooted in the organization. Integrity, loyalty, honesty and respect are the fundamentals of our relationship with employees, customers, contractors, suppliers and associates. Always doing the right thing is an unbreakable rule in the company.

Quest for Excellence & Creating Value

Based on our core spirit of continuous improvement, Tecnoconsult's quest for excellence is never ending, offering top quality services and creating value for clients, associates, employees and shareholders.

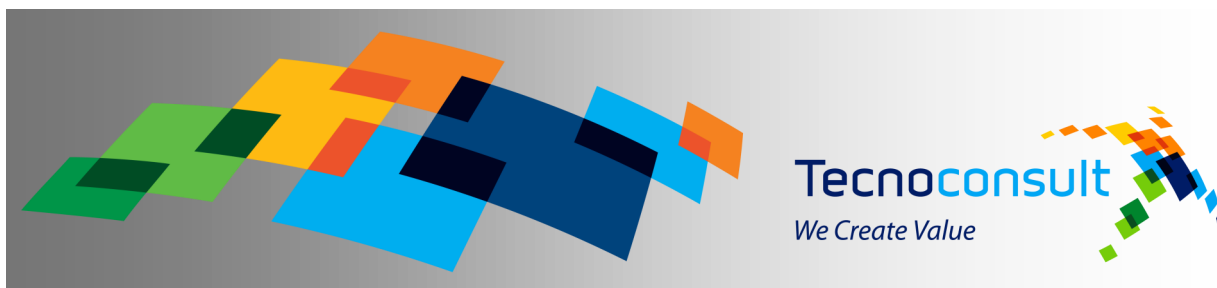
Safety, Health and Environment Protection

We are uncompromisingly committed to the principles of safety, health and welfare of our employees, contractors, clients and associates, as well as the protection of the environment wherever Tecnoconsult operates.

Client satisfaction, our priority

Customer satisfaction tops Tecnoconsult's priority list. Meeting their expectations is our greatest commitment. We exercise and cultivate a spirit of service and continuous customer support

Please scroll down



Tecnoconsult's

Corporate Code of Conduct

Our Core Values

Equal opportunity employer

We guarantee equal job opportunities, without discrimination of any kind, based solely on individual merits and values. Likewise, all our relationships with stakeholders are based on this principle.

Human and intellectual capital, our most valued asset

Tecnoconsult's single most valued asset is our human capital and their expertise, which we appreciate and respect. We are committed to their well-being, progress and development.

Transparent relationships

We believe in relationships of absolute transparency and integrity with clients, suppliers, employees and associates. We are firmly committed to developing productive, reliable, long-term and mutually beneficial relations.

Formality and Responsibility

Tecnoconsult executes its activities within a formal and responsible work environment. We strictly adhere to policies and rules, budgets and time schedules.

Initiative

We value individual initiative and encourage our employees to raise constructive proposals that will improve their performance and that of their teams.

Teamwork

Teamwork is highly valued for its potential to generate synergies that guarantee superior quality and efficiency solutions, at the level required by our commitment to guarantee customers' satisfaction.

Prosperity

The generation of prosperity and well-being for shareholders, employees, contractors and suppliers is highly valued as a fair retribution to their trust, contributions and efforts.

