



## CODE OF VALUES AND ETHICS

THE MOST VALUABLE ELEMENT IN OUR COMPANY IS OUR PEOPLE, THANKS TO THEIR DEDICATION, PROFESSIONALISM AND CREATIVITY, WE CAN PROVIDE SOLUTIONS TO OUR CUSTOMERS AND GENERATE VALUE TO OUR SOCIETY.

JUST AS OUR CUSTOMERS AND SUPPLIERS TRUST CSS FOR OUR UNCONDITIONAL AND ETHICAL COMMITMENT, AT CSS WE TRUST THAT OUR EMPLOYEES AND SUPPLIERS WILL REFLECT IN THEIR PROFESSIONAL AND PERSONAL ACTIVITIES THE VALUES THAT HAVE ACCOMPANIED US SINCE 1988, WHICH WE ALL COMMIT TO COMPLY WITH AND ENFORCE:



- ✓ We are committed to leading ourselves personally and professionally with Honesty, Responsibility and Respect.
- ✓ We undertake to act in an Ethical, Fair, Impartial and Reasonable manner to avoid internal or external conflicts.
- ✓ We will adhere to government and internal standards of Safety, Health, Environment, Social Responsibility and Sustainability.
- ✓ We are committed to leading ourselves with respect for Human Rights.
- ✓ We are committed to not allow Child labor or Forced labor.
- ✓ We undertake not to discriminate against people by Gender, Religion, Sexual orientation, Nationality, Physical condition or Special Needs, and to promote inclusion and personal growth policies.
- ✓ We are committed to reporting any inappropriate situation that disrupts our work environment, our professional or business relationships, and promote a calm, safe and productive work environment, with transparent channels of communication.
- ✓ We are committed to actively participate in any activity that promotes Harmonious Coexistence, Personal and Family Development in our workplace and in our community.
- ✓ We undertake to conduct ourselves with Dignity and zero tolerance to any unlawful or inappropriate conduct such as offering, giving or receiving from our customers, suppliers or authorities bribery in all forms, personal gifts, reimbursements or gratuities in cash or in kind.
- ✓ We commit ourselves to comply with the current National and International Anti-Corruption Laws and not to generate, participate or cover up acts of corruption, bribery, extortion, false declarations or embezzlement, nor receive resources of illicit origin.
- ✓ We are committed to respecting Intellectual Property Rights, such as patents, proprietary information, copyright, trademarks and trade secrets and confidentially manage internal and external information in accordance with the Law for the Protection of Personal Data Between Individuals.

