

CODE OF CONDUCT

TELCONSUR GROUP



THIS CODE OF CONDUCT HAS BEEN ISSUED BY TELCONSUR GROUP TO GUIDE ITS EMPLOYEES, MANAGERS AND DIRECTORS TOWARDS A MINIMUM STANDARD OF BUSINESS ETHICS AND CONDUCT IN THEIR ACTIONS AND DECISIONS AS MEMBERS OF THE ORGANIZATION.

1) COMPLIANCE WITH LAWS AND REGULATIONS.

Telconsur Group, its employees, managers and directors must strictly comply with laws and regulations in all countries where the company carries out activities; adopting the highest ethical standards of conduct in its relationship with customers, suppliers, government authorities, other employees and external institutions.

2) RESPECT AND NON-DISCRIMINATION TO INDIVIDUALS AND INSTITUTIONS.

Interpersonal relationship between Telconsur officials and our customers, suppliers, government authorities and third parties must always be guided by mutual respect and by a fair treatment that tends towards understanding and collaboration; avoiding any discrimination or favoritism towards organizations or individuals.

3) CONFLICTS OF INTEREST.

Telconsur officials will avoid using their position and contacts for internal and / or third party negotiations that may directly or indirectly favor their personal interests or economic benefit and / or the interest or benefit of their families. When in doubt when recognizing conflicts of interest, incompatible negotiations, etc., the employee must immediately report the facts to their direct superior, for guidance on how to proceed.

4) PROBITY & TRANSPARENCY

The actions of Telconsur and all its employees, executives and directives must always reflect an impeccable, complete and honest conduct. In all our actions we will ensure the greatest transparency, guiding our decisions by objective facts, in an open and clear way that does not admit doubts on the correct performance.

5) FAIR NEGOTIATION

Telconsur Group will conduct its commercial activities with honesty, integrity and transparency, within the framework of free and healthy competition; also maintaining an open and collaborative relationship with all government entities and their representative authorities.

6) GOOD CORPORATE CITIZEN AND ENVIRONMENTAL CARE

Telconsur Group will permanently promote the application of its environmental policy and both corporate initiatives employees initiatives aimed at caring for the environment and for the benefit of the community where the organization is inserted; through support to education institutions and / or organizations that support vulnerable sectors of its population.

7) COMPLIANCE WITH TELCONSUR ALCOHOL & DRUG POLICY

Telconsur, in its permanent concern for the health and well-being of its employees, promotes through its Alcohol and Drug Policy, annual programs that include free health check-up and medical guidance, to self-care, nutrition and other educational campaigns.

8) ACCEPTANCE OF GIFTS AND INVITATIONS

Telconsur Group employees, managers and directors will NOT accept gifts from Suppliers or other related entities that may affect their independence of judgment or decisions. Telconsur and its employees, executives and directors will NOT accept or give donations in cash. Donations to charitable and / or public service institutions recognized by law, must be authorized only by the General Manager or C.E.O. of the organization.

9) EXECUTIVE COMMITMENT

Telconsur Group Senior Management and its executives will lead and strengthen the application of this Code of Conduct, and will take all necessary actions to address and resolve any deviation from it, quickly and effectively.

10) COMMITMENT ON INTERNAL COMPLIANCE

All those who work in Telconsur must be alert and attentive to identify and report through the channels indicated below any conduct or situation of potential breach of this Code of Conduct, laws, regulations and / or internal procedures, as well as possible situations of abuse, harassment, fraud or any other irregularity of which the employee might have direct or indirect knowledge. The report may be made anonymously even though we invite to report the situation openly under your name, in order to facilitate internal investigation. Confidentiality is guaranteed

11) WHISTLEBLOWING CHANNELS:

Telconsur Group provides their employees, clients, suppliers, contractors and third parties with the following whistle-blowing / reporting channels to disclose quickly and effectively any compliance breach, irregularity, fraud, abuse, harassment or other inappropriate behavior. Confidentiality of whistleblowing reports is guaranteed and will be investigated and attended according to an established Internal Procedure.

Email: info@telconsur.com - contacto@telconsur.com

Telephone: (562)27076869 - (562) 227076826 - Móvil: (569) 94195952 - Atn. Administration Manager.

Address: Calle Panamericana Norte 6199 Of. 804 – Torre Yoemar – Conchalí, Santiago – CHILE. / Attn. Administration Manager.
