



STATEMENT OF ETHICS

Servintel International



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“ In short, they
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values, the
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Alberto Carballo
CHAIRMAN
SERVINTEL INTERNATIONAL

► CHAIRMAN'S WORDS

“In 1979, when Servintel International was found, our main objective was to cement our growth and development offering cutting-edge technologies, looking for the most innovative and advanced proposals, in order to provide efficient solutions to the market.

To do this, we accept the challenge of constant research and the way of excellence, recognizing and appreciating training, responsibility and the effort of each members of our team; they are the architects of all our achievements.

In short, our values have been the foundation of each of our actions and this has allowed us to become the company that we are today. Due to this, through this statement, we want to share with our customers, suppliers and with the society, the ethical commitment that sustains Servintel International and all its collaborators, in the exercise of their functions.”



Servintel International's are committed in carrying out our activities with integrity, taking into account human rights and legitimate interests of all people and all the organizations with whom we are related. Due to this we declare that:



► CUSTOMERS / CONSUMERS

We will attend the market with products and services of the highest quality, covering needs and exceeding our customers' expectations, allowing us to built a long and strong relationships based on trust and mutual benefit.

► PERSONNEL

We will provide a safe and healthy work environment that promotes creativity, innovation, training and skill development of all the employees. Trust, respectful and fair treatment they will be the basis of labour ties.

► SHAREHOLDERS

We will adopt the best corporate governance practices and fully comply with the legal and statutory provisions that regulate the company. We will provide shareholders and other interested parties, reliable and relevant information about operations and economic-financial situation of the business. We will ensure the care of the patrimonial value of all shareholders.

► INDUSTRY

We will respect free competition principles, defending practices that guarantee an adequate and fair competition.

► BUSINESS INTEGRITY

We will not directly or indirectly accept gifts, coercion or other improper benefits to achieve financial, commercial and / or other benefits; in the same way, these will not be consented, under any circumstances, by our company. Any improper behaviors in this regard will be immediately reported to the responsible's area of Corporate Governance and Business Ethics.

► SUPPLIERS

We will develop mutually beneficial business relationships with suppliers, based on honest treatment and competitive quality, price and service.

► CONFLICT OF INTERESTS

We will not interfere in negotiations with clients, suppliers or service providers in which there may be conflicts of interest, blocking in the full and objective performance of the functions. All conflict situations that arise will be reported to the responsible's area for Corporate Governance and Ethics.

► SAFETY AND HYGIENE

We will develop the activities applying the established regulations and the best practices regarding occupational safety and hygiene. Any condition of insecurity or violation detected will be reported to the manager of Human Resources area and / or sector.



► **CONFIDENTIALITY
OF INFORMATION**

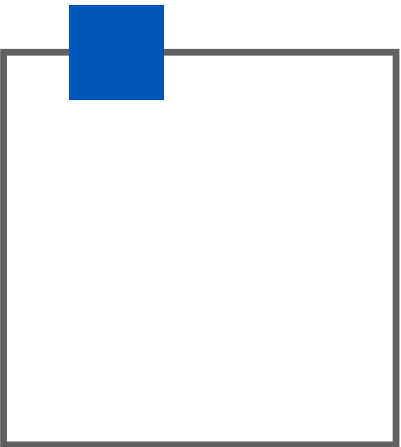
We will be responsible for protecting the integrity and confidentiality of information, as well as to prevent misuse, modification, or destruction of it. The clients’ information, employees, suppliers, prices, projects and finances of the company are examples of the data that should be safeguarded and used only in the best interest of the company.

► **COMMUNITY**

We will comply with environmental regulations and with social responsibility in all communities where the company carries out its activities.

► **DISSEMINATION
AND COMPLAINTS**

We will ensure that the principles declare in this statement of ethics are communicated, understood and observed by all members of the company. Likewise, we will provide mechanisms for any interested part, report non-compliance about these principles, and we will prevent them from suffering retaliation for doing so.



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