

EPM GROUP'S CODE OF ETHICS OVERVIEW.

As a collective member of society, the EPM Group recognizes its status as an ethical legal person; this means that it endeavors to align its purposes with those of society and to ensure that its actions contribute effectively to making it a supportive space for the lives of all of its members.

It recognizes that the current society is further reaching than just the immediate environment and that within this broader horizon it is necessary to define the scope of its management.

As a result, the EPM Group adheres to universal principles¹ and articulates its goals with social objectives that seek to promote human development².

Upholding this ethical perspective, the EPM Group declares the following as its explicit principles of action:

1. **WE FOLLOW THROUGH ON OUR COMMITMENTS:** we are committed to open, frank dialog and to the specific offers we make to each person, as we seek to build a long-term relationship based on mutual respect, trust and support.

2. **SOCIETY IS OUR OVERRIDING INTEREST:** as an ethical legal person, the EPM Group takes an active role in the development and preservation of society, and acknowledges that beyond the service it provide in pursuing its purpose, there is the greater purpose of helping society to be the environment for the development of each individual.

3. **WE PROVIDE FAIR TREATMENT:** we subscribe to the principle that the foundation of a society consists of relationships in terms of fairness; therefore, we aspire to this ideal in every action and exchange that we perform and we promote its inclusion in our programs and activities.

4. **WE TAKE CARE OF THE ENVIRONMENT AND RESOURCES:** as every member of society owes their life to the environment and the natural resources, the EPM Group contributes to environmental care by managing the impacts it generates, making rational use of resources that it utilizes and contributing to environmental improvement in the areas where it operates. Our management is committed to the appropriate and transparent management of public resources to contribute to the quality of life and provide opportunities that allow for an inclusive society.

5. PRIMARILY WE AIM TO SERVE: the management of the EPM Group considers serving each member of society as the axis of its decisions and its actions; therefore, it seeks to identify the needs of the people from the outset and with clarity, such that its objectives and commitments cover them in the best way possible.

The ultimate purpose of a society is to build a safe environment for everyone, but this requires everyone's involvement within a scheme of equally shared responsibility and contribution, because the elements that comprise it arise from the value of each individual action. Thus, we understand that every act of an ethical person is carried out based on the values upheld by society:

Transparency: the ethical person knows that their acts are not valued only by the effect or result that they may produce, but by the legitimacy that society gives them on the basis of judging their purpose, the process of their execution in terms of adherence to the rules that they ought to observe, and the complete information that allows them to be judged.

Each action is governed by the purposes of society, the rules of different levels established by society and the expectations the EPM Group generates for the other members of society, by communicating timely, accurate and complete information.

Warmth: attention to the needs of each in terms of empathy, respect and friendliness is the foundation of the service we offer and the commitment that we undertake for each member of society. We do not discriminate or prejudge anybody for their particular conditions or on the basis of the relationship we maintain with them.

Responsibility: we know the role that falls to us in financial, social and environmental terms; we know that this involves managing resources that belong to the current members of society, but also to the future generations; consequently, we measure the scope of each act and we assume the consequences that they may entail in order to ensure that our participation in society is valued and recognized.

¹ Global Pact: An international initiative proposed by the UN with the aim of achieving a voluntary commitment to promote and implement Ten Principles on human rights, labor rights, the environment and combating corruption.

² According to [United Nations Development Program \(UNDP\)](#), it is that which places people at the center of development. It is about promoting the potential development of people, the growth of their opportunities and the enjoyment of freedom to live the life that they value.