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# BUSINESS CODE OF ETHICS

C.I. MAMBO S.A.S.  
NIT: 806.015.096-6



## **C.I. MAMBO S.A.S.**

### **CODE OF ETHICS AND CONDUCT**

#### **PRESENTATION**

The Codes of Ethics allow companies to incorporate and implement the values, moral and ethical foundations of a universal nature, within daily organizational life.

The Code of Business Ethics of C.I. MAMBO S.A.S arises as part of our organizational culture, which reflects on the way our directors, managers and administrators conduct it, as well as the performance of our employees.

This code is a document that commits the company to ensure productivity, sustainability, and rapid response to legal and ethical commitments.

Following this document, the company C.I. MAMBO S.A.S. Through this document, you commit to adopt integrity, honesty, and transparency as your highest values; and promote its observance for all its members.

#### **GENERAL PRINCIPLES**

The company C.I. MAMBO S.A.S. is convinced that, to consolidate and develop, it must start from business objectives and strict ethical principles, which must be shared by all its members.

Our actions are based on our corporate image as a solid and dependable company within the environment in which we operate. To this end, all C.I. workers MAMBO S.A.S. must know and share the mission and vision of our company, as well as practice the business principles:

- **VISION:** Consolidate ourselves locally and nationally by 2025 as one of the leading companies in the commercialization of fruits and vegetables, supplies and general products to merchant vessels, naval ships, cruises, offshore operations, supermarkets, hotels, restaurants and casinos achieving a sustainable development, expanding participation in the national and international market, offering innovation, differentiation, safety, quality, trust and good service to our customers, generating continuous improvement and integrated development on our operations, creating new sources of work, improving our infrastructure, acquiring new equipment, specialized machinery and qualified personnel.
- **MISSION:** We are a leaders in the commercialization of fruits and vegetables with high quality standards for large surfaces supermarkets, hotels, restaurants, casinos and genera provisions and supplies to all the maritime industry in the Caribbean Region of Colombia, understanding the needs of our customers and providing the highest levels possible of efficiency, quality, competitiveness through our competent personnel with the ability to meet these with a high degree of safety, security and speed.

- **BUSINESS PRINCIPLES:** Customer orientation, environmental protection, teamwork, commitment, innovation, and quality.

### **SCOPE OF APPLICATION**

This Code of Business Ethics applies to all shareholders, officers, o f f i c e r s , and general employees of C.I. MAMBO S.A.S. It will guide us to do the right thing, as representatives of the company, with each of our customers, suppliers, and the State.

Below, we list the duties of the Managers, administrators, and section heads of C.I. MAMBO S.A.S to maintain the code of ethics:

- ✓ Ensure that the people under their supervision understand their responsibilities contained in the Code of Ethics.
- ✓ Create an environment where employees feel comfortable asking their concerns.
- ✓ Value conduct in relation to the Code of Business Ethics and other company policies, when evaluating employees.
- ✓ If approached with concern, listen carefully, and pay attention to the employee.
- ✓ Always act decisively to prevent violations of the Code of Ethics by their subordinates.

### **CODE OF BUSINESS ETHICS OF C.I. MAMBO S.A.S.**

#### **1) Internal Integrity Standards.**

All our staff in C.I. MAMBO S.A.S, we must distinguish ourselves by:

- ✓ Employ in the exercise of our functions, the same attitude of any honest and integral person.
- ✓ Act in defense of the best interests of the company, working with a sense of belonging.
- ✓ Carefully evaluate those situations that may create conflicts between our personal interests and those of the company.

#### **2) Unacceptable behavior.**

For both employees and managers.

- ✓ When there are conflicts of interest, we must avoid commercial relations with other companies where we ourselves or our relatives have direct or indirect participation, unless there is express authorization from C.I. MAMBO S.A.S or its Ethics Committee. In addition, we must avoid using the charge for our own benefit, using privileged information of customers, suppliers, etc. Following hiring channels without influence peddling.

- ✓ Use the company's assets for unauthorized private purposes.
- ✓ Goods acquired by employees in the name of C.I. MAMBO S.A.S., may not be used for their own benefit or that of third parties.
- ✓ Perform unauthorized activities within your work hours.
- ✓ Use for purposes the methodologies of the company or transfer the technologies that belong to C.I. MAMBO S.A.S, obtained or developed by the company.
- ✓ Provide privileged information to third parties.
- ✓ Likewise, C.I. MAMBO S.A.S is committed to keeping and respecting the privacy of all its employees, shareholders, and customers.
- ✓ Avoid other jobs that demands attention off and affect the normal working hours, creating conflict of interest.
- ✓ Any attitude that discriminates against our co-workers, based on color, sex, religion, origin, social class, age, or physical disability.
- ✓ Selling, possessing or being under the influence of alcoholic beverages or toxic substances within the premises and working in those conditions.
- ✓ If we are aware, we are obliged to report any fact that goes contrary to the provisions of this code.
- ✓ Avoid accepting or offering gifts, gifts, meals or other hospitality or any other favor from customers or suppliers, which may influence our administrative and commercial decisions.

### **3) Relationships in the work environment.**

- ✓ Relationships in the work environment should be treated with courtesy and respect.
- ✓ Collaborate with each other, so that the work team, loyalty, trust, and behavior compatible with the values of C.I. MAMBO S.A.S. and the search for results.
- ✓ In performing a supervisory role, section chiefs and managers should be role models for their subordinates.
- ✓ Avoid using the position, asking favors, violating the rules, to subordinates.
- ✓ Recognize the merit of each worker and promote equal access to promotion and training opportunities within the company.

### **4) External Integrity Standards.**

C.I. Relations MAMBO S.A.S with its customers and suppliers are fundamental to achieve the success of our company. That is why it is necessary to negotiate legally and transparently. We must therefore observe the following rules:

- ✓ Do not engage in unfair and deceptive practices.
- ✓ Present honestly and directly the products of our company.
- ✓ The choice and contracting of suppliers must be based on technical, professional, ethical criteria, such as: competition, price quotation that optimizes the cost/benefit ratio.
- ✓ Avoid doing business with a dubious reputation.
- ✓ Provide customers with attention characterized by courtesy, effectiveness, and efficiency in the service we are providing, deliveries on time, and in the case of objections respond to them in the shortest possible time.
- ✓ Avoid giving preferential treatment to any client, either for interest or personal feeling.

## **5) Money laundering.**

C.I. MAMBO S.A.S. strongly supports the international effort in the fight against serious crimes, especially drug trafficking and terrorism, unconditionally supporting the authorities in the identification of money laundering transactions, by All personnel are obliged to comply with the following basic requirements:

- ✓ Establish the identity of the client with C.I. MAMBO S.A.S, through official documents.
- ✓ Open and run accounts only after verification of documentation.
- ✓ If a customer is suspected of wrongdoing, inform the competent entity without warning the customer.

## **6) Administration of the Code of Ethics.**

This Code of Ethics was designed to regulate and uniformly guide how C.I. MAMBO's employees behave inside and outside it.

The management of the Code of Business Ethics is a function of the Ethics Committee, which is responsible for its dissemination, communication, updating, and application.

## **7) Ethics Committee**

The Ethics Committee is comprised of five (5) members of recognized moral solvency and may have three alternate members.

The Committee shall be composed of:

- Human Resources Manager (President)
- Secretary.
- General Manager.
- Legal Advisor.
- Leaders of Areas.

#### **8) Disciplinary measures.**

The company will use a system of progressive discipline, issuing verbal calls for attention for minor offenses, which occur for the first time.

Serious violations of the code of ethics range from suspension, calls for attention charged to the resume, or even dismissal.

#### **9) Signature and acknowledgment of receipt.**

All new and old employees must fill out a form confirming that they have read the Code of Business Ethics and agree to abide by its provisions. Not reading the code or not signing the form is no excuse for an employee to violate the Code of Business Ethics.

#### **10) Final Disposition.**

This document is extremely useful and provides adequate guidance on IP principles, values, and policies. C.I. MAMBO S.A.S.

The objective of C.I. MAMBO S.A.S is to provide a healthy and positive work environment to its employees with the aim that both they and the company achieve their personal and financial goals, respectively.

That is why I personally, as Legal Representative and Manager of this company, will ensure that, from the base of the organizational pyramid to Senior Management, the mandates stipulated in this code are met.

**REIMUNDO MURRA YACAMAN**  
General Manager