

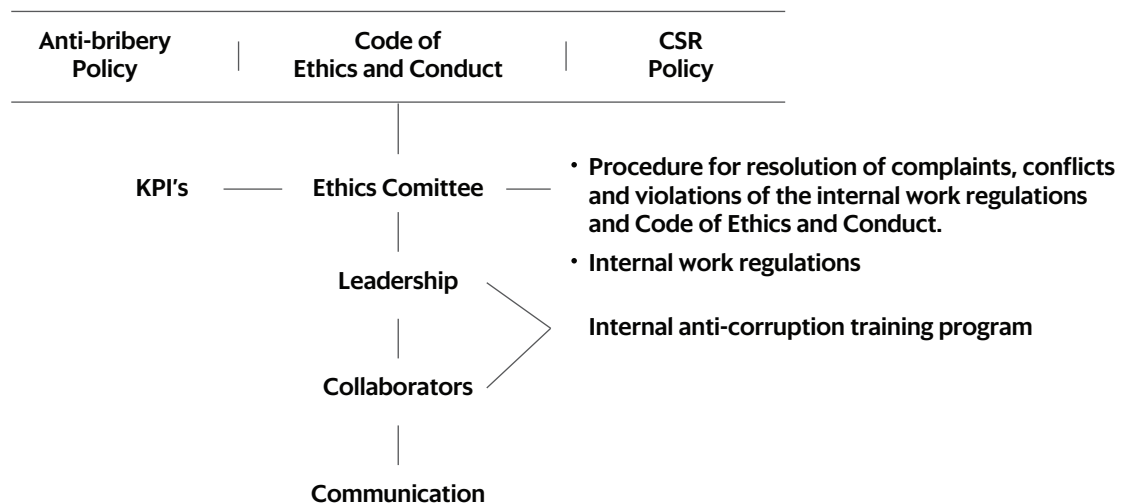
Corporate ethics system

Nuvoil business group's corporate ethics system is fundamentally based on the manifestation of our values and criteria declared in Nuvoil **Code of ethics and conduct**, in the Anti-corruption policy which expresses our commitment to compliance with the current legislation and the anti-corruption system and in the Corporate Social Responsibility policy that regulates the interaction with our stakeholders under an ethical and transparent behavior.

Compliance with this value system is guaranteed through an **Ethics Committee**, entity attached to the Directorate-General whose performance criteria are

Nuvoil's corporate policies, the **Internal Work Regulations** and the **dispute resolution procedure**.

Our ethics system unfolds in the organization through the exercise of **leadership** positions with responsibility and the use of **clear and free of retaliation communication channels** (denuncia@nuvoil.com), supported by a **training program** on specific topics of ethics and conduct.




Leonides Rodríguez Murillo
Chief Financial Officer
 Nuvoil Business Group