



## **Transparency, Business Ethics and Anticorruption Policy**

Rocsa Colombia SA, a leading company in the marketing and distribution of chemical products, committed to complying with national and international regulations, guarantees the implementation of a transparency and business ethics program, which establishes:

- All actions and decisions of the company are based on the fundamental principles and values that govern us, established in the Code of Ethics and Conduct.
- The modalities in which acts against transparency and business ethics can be presented, such as: conflict of interest, bribery, corruption, fraud, improper handling of expenses for gifts, travel and entertainment, negotiations with agents, intermediaries and facilitation payments, contracts or agreements with third parties, donations, contractors acting on behalf of ROCSA before Public Officials, political contributions, payments to contractors, accounting records and how each of them is regulated.
- The methodology for evaluating the company's risks related to said modalities and those related to transnational bribery, to determine the significance of each one and define controls to minimize their materialization.
- The communication channels for reports anonymously or personally are the cell phone (+57) 3102303171 and the email [transparenciayetica@rocsa.com](mailto:transparenciayetica@rocsa.com), which guarantee confidentiality to report activities related to Transnational Bribery or any other corrupt practice, without that this entails no negative consequences for whoever makes the report.

Sanctions or disciplinary measures will be imposed on the employees involved in corrupt practices or violations of the provisions contained in the TEBAP manual, as well as on the Suppliers of goods and services or hauliers, if necessary, the due process contractually agreed upon will be carried out. legal act that regulates the obligations and rights of the parties.

**BOARD OF DIRECTORS OF ROCSA COLOMBIA S.A.**

September 30<sup>th</sup>, 2021