



ETHICAL PRINCIPLES

A RESPECT IN OUR WORKPLACE

Equality, diversity and inclusion

- We respect each other.
- Everyone's talents and abilities are respected.
- Disagreements are manifested against actions that they consider contrary to their principles.

Human rights

- Fair wages, benefits and conditions of employment are established.
- Prohibited child labor, forced labor, discrimination and harassment.
- It allows the election of its representatives in a democratic way.

Fight against harassment, violence and discrimination

- Gandules rejects all forms of discrimination in the workplace, as well as any form of harassment, intimidation and abuse.
- The entry of any type of weapon and violent acts is prohibited.

Health and safety

- We promote a safe and healthy work environment, having the means and equipment to perform work optimally.

Substance use ban

- Access to workplaces under the influence of alcohol and / or drugs is prohibited. The sale of foreign substances during your work is prohibited.

B INTEGRITY IN OUR MARKET

Quality, safety and legality of our products.

We manufacture high quality, safe, authentic and legal products.

Our clients

We respect the principles of honesty, loyalty, confidentiality, morality, good faith, legality and professionalism.

Our providers

The request for compensation or favors of any kind in exchange for contract awards is not allowed.

Our competitors

All collaborators assume respect in relation to competing companies.

Commitment to the community and the environment

We invest in our local communities, protection of the environment and the community.

C ETHICS IN OUR BUSINESS ACTIVITIES



Fight against corruption

Gandules does not tolerate corruption and fights it in all its forms.



Anti - Bribery Policies

No gift, invitation or anything of value is offered to any government official or others.



Policy-related activities

Gandules does not sponsor any politician or political party.



Money laundering and / or terrorism

Accepts and complies with the standard for the prevention of money laundering.

By acting ethically we reflect integrity.



D OUR COMMITMENT TO SHAREHOLDERS

Record of operations

Workers are responsible for the accuracy of the records that they keep in the normal course of business.

Company resources

Responsible assumption of the use of company resources.

Anti - Fraud Policy

Integrity and honesty are never compromised.

Confidential information

Keep the information received as confidential.

Privacy

The Company respects the privacy of all its workers, business partners and consumers.

E COROZ ETHICS LINE

If you want to report a case, contact the Coroz Ethics Line.

Your opinion is valuable and we listen to it!



01 - 627 0301



lineaetica@coroz.pe



Postal address:
Jayanca Plant

F CONFLICT OF INTEREST



It is the situation where there are potential personal interests of the family, friends or relatives which could be privileged over those of the company.



For this reason, we must all be transparent and declare our commercial, family or sentimental relationships that we maintain with people within the company, clients or suppliers.