CODE OF ETHICS

Guiding Principles

ALFA´s Code of Ethics reflects the company's philosophy and includes the following principles:

1. Develop and perform all business activities with integrity.

2. Respect human dignity and the rights of all employees through honest and fair treatment.

3. Protect the health and safety of employees and the surrounding communities regarding the company´s operations.

4. Avoid any kind of discrimination, harassment, threat or abuse towards employees, and prohibit the use of child labor.

5. Uphold the laws and regulations of all countries where the company has operations.

6. Avoid corruption of any kind.

7. Avoid situations which may create a conflict of interest between the company and employees.

8. Protect and properly utilize company assets (tangible and intangible).

9. Never use company assets for personal profit.

10. Accurately calculate, utilize and present all operating and financial information.

11. Protect the environment through the sustainable use of natural resources while developing and performing business activities.

12. Avoid the company's participation and the use of its resources or images in political activities.