



CODE OF ETHICS

SUPPLIERS AND CUSTOMERS

Words from our CEO



“Dear colleagues:

Today, sustainability is a fundamental requirement for companies seeking to remain relevant over time. In this context, The Code of Ethics and Conduct establishes the guidelines that govern the company's ethical conduct towards our stakeholders. The document becomes a constitution of the organization, by defining the behaviors that are considered desirable and those that will not be accepted as part of our corporate culture.

Therefore, I am honored and proud to present to you the Code of Ethics of AIM WORLDWIDE, a company we founded more than 20 years ago, which It represents a dream come true for me and those who accompany me on this entrepreneurial adventure. We are convinced that This organization will continue to grow over time, offering our clients a high-quality, innovative, and sustainable service. We will do so with the firm commitment to meet the needs of our stakeholders and contribute to the social development of our country.

For these reasons, I encourage you to carefully read this Code of Ethics. If you have any questions, please don't hesitate to contact the Talent team. Humans, who will be happy to help you. But above all, we ask that you make this code a guide for your daily behavior.

Stay true to your principles and let them be the cornerstone of the organizational culture we promote at AIM

“

-Ernesto J. Amescua Hernández Chávez-

Our values of conduct



Excellence:

We like to excel at the performance of our daily activities.

Initiative:

We are proactive and solution-oriented, always seeking the best for AIM and our customers.
We don't expect to be told what to do.

Open communication:

We are free to express our opinions, creating spaces for listening, dialogue and discussion.

Integrity:

We do the right thing at all times.



Teamwork:

We are players on the same team, 1+1=3.



PRINCIPLES OF CONDUCT

Common good:

That we all have the conditions to
to fully develop in order to
to achieve our goals and that
What we do should not hinder development
of the others.

AIM is a vehicle for all of us
Let's develop and be better
people.



Solidarity:

We help our neighbor by
according to our possibilities
(Volunteering/Donations).
The firm and permanent determination to
to strive for the common good.



Subsidiarity:

We are committed to developing the
helpful attitude, support,
ensuring that our groups
of interest, have all the
resources for exercise his
responsibility, dignity respecting their
and living space.

Our collaborators have the
ability to do what they
It is our responsibility, we trust and we are committed
due to its development.

AIM's responsibilities to its collaborators:



PROVIDE BENEFITS



- We seek to develop and maintain a commitment to our employees and provide them with the benefits and services established by law.
- Additionally, we offer benefits superior to the law.

PROMOTION AND INCLUSION



We are an inclusive organization that promotes human rights, therefore a transparent and non-discriminatory recruitment process is guaranteed, without distinction of socioeconomic level, race, religion or sexual preference.

GOOD PRACTICES



We promote the following behaviors that are part of what for us means respecting people, honoring and keeping promises, and contributing to society.

DECENT AND COLLABORATIVE WORK



We foster teamwork and cooperation among our employees. We strive to ensure that our employees develop through meaningful life and career plans.

AIM's responsibilities to its collaborators:

TIMELY UPDATE



It is the responsibility of the General Directorate, with Leadership committee support, maintain This code has been updated, and this information has been communicated. disseminate it to all our stakeholders.

COMMITMENT



We seek to maintain our commitment to our stakeholders through to promote a positive and productive work environment I respect.

All of us who are an integral part of the AIM Worldwide group must uphold the company's values and principles of conduct, without putting personal interests first.

CONFLICTS OF INTEREST

Using information for personal gain or the benefit of third parties, by selling it or making it available to interests other than those of the company.

Under no circumstances is the practice of bribery and/or extortion permitted.

No gratuities or gifts are accepted from any person or organization with whom AIM Worldwide is conducting business or competing.

Employees should not participate in businesses that provide an advantage based on their employment status, nor should they generate income from marketing and distributing products and services.

1

Promote and promote the culture of responsible competitiveness that seeks the goals and business success by contributing to the well-being of society.

TEN COMMANDMENTS OF

RESPONSIBILITY

BUSINESS

2. To disseminate and promote our values, fighting internally and externally and applying our Code of Ethics.

3

Living leadership schemes participatory, solidarity, service and respect for human rights.

TEN COMMANDMENTS OF RESPONSIBILITY BUSINESS

4. Promote favorable working conditions for the quality of life, human and professional development of the community.

5 We respect the ecological environment in all our processes.

of the environment in which we operate and collaborate in its solution.

6. Identify social needs

7 Identify and support the causes social as part of our business action.

8

Seek investment of time, talent and resources in community development.

TEN COMMANDMENTS OF

RESPONSIBILITY BUSINESS

companies, civil society organizations
Joint discussion and proposals for care
9. Participate through alliances with others
social issues.

shareholders and suppliers in the programs
10. Develop staff involvement,
investment and social development.



GUIDELINES OF COMPLAINTS

1.

Communicating situations, activities or deviations that go against the AIM Group's ethical principles:

- By sending an email to: tellus@aimww.com

2.

The Committee receives all the reports issued evaluating the priorities and origin of the reported deviation.

3.

The Committee coordinates the actions necessary to document and initiate the investigations necessary to support the reported fault.



The results of the
4. Investigation to the Committee.

GUIDELINES OF COMPLAINTS

5.

The Committee analyzes the information gathered during the investigation and channel to the appropriate area to resolve the complaint, inquiry and/or suggestion.