

CODE OF CONDUCT

1. GENERAL PRINCIPLE

INCALPACA TPX S.A., is managed in accordance with all current Peruvian laws, which are applicable to its activity.

2. ENVIRONMENT

INCALPACA TPX S.A., obey with the environmental laws and regulations that apply to it, promoting progressive practices that contribute to the preservation of the planet.

3. DISCRIMINATION

In INCALPACA TPX S.A., we do not take part in any type of discrimination in hiring, access to training, promotions or withdrawals based on disability, gender, union membership or any other condition that gives rise to discrimination.

We do not interfere in the exercise of the rights of the personnel in relation to any condition that could generate discrimination and we do not allow any threatening, abusive, exploitative or sexually coercive behavior among our workers.

4. FORCED WORK

INCALPACA TPX S.A., does not employ or support the use of compulsory or forced labor, whether it is bonded labor, contracts for the payment of debts or persons who are deprived of their liberty.

It does not withhold salary, benefits, property or documents in order to force the staff to continue working.

5. CHILD LABOR

INCALPACA TPX S.A., has no tolerance for child labor, does not take part, supports or makes use of child labor and is committed not to maintain commercial relationships with suppliers that use any type of child or youth work under any circumstances. Only hires workers with the minimum age required in our country.

6. WAGES AND SCHEDULES

INCALPACA TPX S.A., has salaries and schedules consistent with the laws of our country, granting mandatory and conventional benefits; and the deductions of according to the current Official Legislation.

7. WORKING CONDITIONS

INCALPACA TPX S.A., provides its workers with a healthy workplace according to the legal technical standards and working conditions.

- Areas of work ordered, ventilated and arranged.
- Adequate and clean hygienic services.

- Drinking water available.
- Workers can not be subjected to corporal punishment or any other form of physical, psychological, sexual or verbal harassment.

8. OCCUPATIONAL HEALTH AND SAFETY

INCALPACA TPX S.A., maintains good safety conditions in all its environments and promotes safe practices that safeguard the physical integrity of its workers and their facilities, by means of:

- Security Committee, with participation of the Company and Workers Management.
- Fire extinguishers, operational, visible and easily accessible.
- First aid kits and trained personnel to provide basic medical assistance.
- Flammable or chemical materials, properly stored.
- Continuous training in accident prevention.

9. FREEDOM OF ASSOCIATION

INCALPACA TPX S.A., respects the right of personnel to form, join and organize trade unions of their choice and negotiate collective agreements with representatives of trade union organizations.

10. GOOD PRACTICES IN HUMAN RESOURCES

INCALPACA TPX S.A., treats its workers with respect and dignity, developing actions that allow it to be socially responsible with them and that generate well-being through different programs, such as:

- Occupational Health Office.
- Sports Complex.
- Cooperativa de Servicios Múltiples
- Aid for Death Fund.