
Code of Ethics

CODE OF ETHICS

At Wind Consulting S.A. de C.V., we are committed to excellence in all our operations and business relationships. Our success is based on integrity, respect, and responsibility in everything we do. This Code of Ethics establishes the fundamental principles that guide our actions and defines our expectations for all partners, executives, clients, suppliers, distributors, employees of the company, and other business partners.

Integrity and Honesty

- *Act with honesty, transparency, and integrity in all business activities and relationships with clients, suppliers, business partners, and other business associates.*
- *Comply with all applicable laws and regulations in all jurisdictions where we operate.*
- *Avoid conflicts of interest and transparently notify the HR Management and the Ethics Committee of any situation that may influence judgment and/or business and operational decisions, in accordance with the company's policy on gifts and hospitality.*

Respect

- *Respect the dignity, diversity, and rights of all individuals, regardless of their background, gender, sexual orientation, religion, age, disability, or any other personal characteristic.*
- *Foster an inclusive work environment where opinions are valued, and collaboration among all team members is promoted, avoiding actions that lead to workplace harassment.*

Responsibility



- Assume personal responsibility for our actions and decisions, and accept the consequences of them.
- Protect the company's assets and resources, including confidential information and intellectual property.
- Promote sustainable and environmentally respectful business practices in all our operations.

Compliance

- Comply with all company policies, procedures, and standards, as well as applicable laws and regulations.
- Report any conduct that violates this Code of Ethics and/or the policy on gifts and hospitality or any other activity that may be harmful to the company through the reporting channel.
- Participate in training and development programs to stay updated on the best ethical and business practices.

Application of the Code

- Violating this Code of Ethics may result in disciplinary actions, including termination of employment, with the dismissal of the employee proceeding according to established legal procedures. Legal action may also be taken if necessary.
- All partners, executives, and employees have the responsibility to comply with this Code and to promote a corporate culture based on ethics and integrity.

Associated Documents

- *INS-LEG-003 Internal Regulations.*

Elaborated by: Legal Advice	Approved by: General
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- *INS-LEG-002 Policy on Gifts and Hospitality.*
- *INS-DIR-008 Anti-Bribery Policy.*
- *PRC-DIR-001 Integral Management Manual.*

Carlos Eduardo Crespo Velasco
General Management

Elaborated by:
Legal Advice

Approved by:
General