

Environmental policy

Our Peruvian company **RED PONTIS** is committed to environmental protection, nature conservation and climate change mitigation.

We offer a consulting service dedicated to the development of financial solutions supported by technological innovation. Our products are generated through computer platforms, supporting the reduction of paper use.

We also promote a culture of environmental protection through the identification of environmental aspects and impacts, in order to evaluate, minimize, train and control the significant impacts resulting from our processes and services to prevent pollution.

We respect and abide by environmental laws.

In order to fulfill these commitments **RED PONTIS** has the necessary resources for the continuous improvement of our organization.



Gerente General

Miraflores, March 02, 2022

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Anti-bribery and anti-corruption policy

RED PONTIS is a company dedicated to the development of financial services and solutions supported by technological innovation, committed to meeting the highest standards of quality and ethics in order to meet the requirements of its customers.

Following its code of ethics and business conduct, it reaffirms its principles of transparent business organization management and its commitment to the fight against the corruption latent in the current context.

Therefore, our organization has developed the following action procedure to mitigate the risk of corruption:

1. IDENTIFICATION

Define the concepts of bribery and corruption. Bribery and corruption as terms have a number of definitions before the law, but their principles are universally applicable: Bribery is the offering, promising, giving, demanding, or accepting of an advantage as an inducement for an action, illegal, immoral, or an abuse of confidence, while corruption is the abuse of public authority or power for personal benefit or the abuse of power toward private business activities outside the scope of government.

It is understood that the risk of corruption is defined as the possibility that, by action or omission, by the abusive use of power, money, resources or information, the interests of a company or those of the State are harmed, with the purpose of obtaining a particular benefit.

The general management has an important role in the proper management of the dissemination of information and training in the recognition of an event of bribery and/or corruption and the channels for reporting the event. In addition to informing all employees of the organization of the code of ethics and business conduct of the organization.

Anti-bribery and anti-corruption policy

2. ESTIMATE

Impact of the occurrence of any corruption risk, assessing the damages and losses to the organization. The efficacious assessment of the risk is fundamental to the success or failure of this policy. Operational corruption risk indicators.

3. EVALUATE

The risk assessment identifies specific areas where we face bribery and corruption risks, and allows us to better assess and reduce these risks to prevent them.

Describe the situations or events potentially at risk of a possible bribery and corruption facts could take place in our company is t why each of the processes and sub-processes must be observed under a methodology according to the size, organizational and functional structure, in addition to identify the aspects that characterize it, to obtain a specific and specific system.

4. HANDLING

It is necessary to have a high degree of conviction of the need to act according to good practices in the business world so that the company and its representatives are not exposed to the materialization of a corruption event.

A system of appropriate controls must be established to reduce the probability of its occurrence or its consequences.

Anti-bribery and anti-corruption policy

This anti-bribery and anti-corruption policy given by **RED PONTIS** shall be communicated at all levels both internally and externally. General management considers compliance with this policy to be of great importance, therefore, a zero-tolerance approach to acts of bribery and corruption committed by any member of the company will be applied.

Any violation of this policy will be considered a serious offense and may result in disciplinary action. We want everyone to know that any suspicious activity should be reported: if you have any concerns regarding a bribery and/or corruption situation, please report it to the general management.

5. CONTINUOUS IMPROVEMENT

Finally, it is the direct responsibility of the general management of **RED PONTIS** to constantly strengthen this policy, as well as its basic principles and guidelines for its management. Likewise, constant monitoring must be established for its compliance, and any faults must be reported to the company's general management.



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Quality policy

RED PONTIS is a company dedicated to the development of financial services and solutions supported by technological innovation, committed to meeting the highest standards of quality and ethics in order to meet the requirements of its customers.

RED PONTIS is committed to:

- Understand the unique needs of each of our clients, comprehending and establishing their goals and objectives from the beginning.
- Develop corporate social responsibility for all our stakeholders by promoting dialogue and communication, seeking to improve the well-being and relationship with each of them.
- Promote the participation and continuous training of our collaborators to improve the performance of quality management.
- Investigate and adequately analyze all detected nonconformities and implement corrective actions to implement the relevant corrective actions, to address them efficaciously.
- Establish coherent and measurable objectives and goals for our management, and evaluate their performance periodically in order to update them when appropriate.
- Continually improve the suitability, adequacy and effectiveness of our management system, considering the results of analysis and evaluation, and the outputs of the management review, to determine if there are needs or opportunities to consider as part of continual improvement.



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Corporate social responsibility policies

RED PONTIS bases its corporate social responsibility policy on principles and practices that meet the needs and expectations of its stakeholders, with a commitment to:

- Be efficient in our activities in order to create value for our shareholders.
- Comply with current regulations, especially those related to the IT sector.
- Implement good corporate governance practices based on transparency and business ethics, as well as mutual trust with shareholders, business ethics; as well as mutual confidence with shareholders.
- Respect the human and labor rights of our employees.
- Develop a favorable environment for labor relations based on equal opportunities and gender equality, non-discrimination and respect for diversity, managing the permanent development of our collaborators' competencies, facilitating free communication at all levels.
- Promote the development of the various sectors of the community in the area of influence, within the framework of respect through activities such as: support, donations, activities, incentives, awards, project development, etc.
- Train, educate and motivate personnel to contribute to compliance with the provisions of this policy.



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Occupational health and safety policies

RED PONTIS is convinced of the importance of promoting a culture of prevention in occupational health and safety that guarantees a safe and healthy work environment for our collaborators, both in our facilities and on behalf of our company, we present our occupational health and safety policy based on the following commitments:

- Guarantee safe and healthy work environments for our employees and visitors by preventing accidents and occupational diseases.
- Comply with current legal regulations on occupational health and safety, as well as other requirements to which the organization subscribes.
- Promote the participation and collaboration of our collaborators in occupational health and safety issues.
- Identify hazards, assess and control risks of activities that affect both safety and health at work.
- Prepare our employees in occupational health and safety issues, through training, coaching, etc.
- Generate a commitment to continuous improvement in occupational health and safety, through an efficient implementation of the management system.



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