

CODE OF ETHICS

ASESORAMIENTO AMBIENTAL ESTRATÉGICO

Introduction

As an environmental consultancy company, Asesoramiento Ambiental Estratégico (AAE) is committed to its core values and always promoting best practice environmental and social standards in any of its operations. AAE's Code of Ethics (the "Code") provides guidance to all AAE staff: employees, associated consultants, partners, interns and volunteers in acting according to AAE's values. Every person acting on behalf of AAE must comply with this Code, as well as applicable national and international laws, rules, regulations, and AAE Policies.

AAE relies on the personal integrity, good judgement and common sense of individuals acting on behalf of the organisation to deal with issues not addressed by the Code.

AAE staff shall adhere to the following core values, including while working in the field:

- **Integrity and accountability:**

AAE values honesty and people with strong moral principles. All staff members must act in good faith, responsibly, with due care, competence and diligence and always maintain the highest professional standards; disclose any potential conflict of interest; never engage in falsification of business documents, theft, embezzlement, diversion of funds, bribery, or fraud; and engage in transparent accounting and reporting by reflecting actual expenses or work performed in expense reports, timesheets, and other records.

- **Transparency and Confidentiality:**

Building trust and contributing to informed and responsible decision-making entails acting in a transparent manner. Staff members must perform duties, exercise authority, and use AAE resources in the interest of the organisation and never for personal benefit; avoid conflict of interest; refraining from deceptive or fraudulent acts and practices such as acquiring information by dishonest or unlawful means; keep accurate records; and make timely and complete disclosure of material information, subject to relevant obligations of confidentiality and data privacy protection.

- **Equality and non-discrimination:**

AAE is an organisation that values and respects diversity, and promotes equality, equity, and non-discrimination. During AAE operations no individual should be treated differently or unfairly based on personal characteristics, such as race, colour, national or regional origin, religion, age or disability, and sex, sexual orientation, or gender identity. AAE staff understand that our differences can be strengths and promote responsible and constructive exchange of views, criticisms and ideas and understand and accept cultural diversity, and provide an inclusive, positive, and supportive working environment that fosters respect for diversity.

- **Mutual Respect and Collaboration:**

Respect is the foundation of human and ethical behaviour. It involves a fundamental belief in everyone's right to exist, to be heard, and to have the same opportunities. One of the benefits of mutual respect is open communication and collaboration between staff members and other stakeholders. AAE recognizes the importance of supporting efforts to receive inputs from local communities and Indigenous Peoples.

AAE staff is expected to demonstrate respect for all local populations and cultures, wherever we operate, and foster a culture of mutual respect during all operations, including engagement processes. Of particular importance is to promote mutual respect with all community members we engage with, particularly Indigenous Peoples, and other vulnerable groups. AAE staff must engage with Indigenous Peoples and Local Communities in a positive and constructive manner that respects the culture, laws, and practices of those communities.

- **Cultural Appropriateness:**

All AAE staff must endeavour to have sensitivity to the cultures we engage with, awareness of how ethnic, racial, and/or linguistic groups differ from each other. This can include but is not limited to knowledge of different languages or manners of speech, norms, religious beliefs and practices, family structures and dynamics, community decision-making patterns, and class consciousness and socioeconomic realities.

- **Dignity:**

Staff members are expected to respect other peoples' dignity and personal values. Staff members must refrain from infringing the physical and mental health, safety, privacy, and human rights of others; refrain from any kind of harassment, bullying, abuse of authority, retaliation or coercion; and adopt practices that enhance human value and development in the workplace.

- **Environmental responsibility:**

AAE is committed to ensuring that as an organisation we operate in an environmentally responsible and sustainable way by actively considering the consequences of decisions, policies and actions on ecosystems and the people who depend on them and striving to enhance the wellbeing of people and ecosystems. This is also what we expect from our staff: to adhere to environmental best practice; to lead by example; and strive to minimise the environmental impact of all aspects of operations through efficient and effective use of resources, and, as much as possible through the sustainable use of renewable resources.

Failure of a staff member to adhere to the Code may result in discharge from employment or the termination of the contract. Any violations of the Code of Ethics should be reported to AAE via email aae@aae.com.uy



Diego Martino, Director



Guido Fernández de Velasco, Director