



CONFLICT OF INTEREST POLICY

All **LARM** employees must avoid situations that involve or could seem to involve conflicts between their own interests and those of the Company, clients, suppliers and other parties involved in the development and execution of the corporate purpose.

LARM employees must put the interests of the Company ahead of their own. No type of information related to **LARM**'s current or future business should be used to obtain personal gain or to compete against **LARM**, either directly or indirectly, in the provision of services derived from the company's corporate purpose.

LARM employees, their families and dependents may not occupy positions, receive tangible or intangible benefits and/or work simultaneously directly or indirectly for competing companies or that carry out activities equal to or similar to those of **LARM**.

Any relationship between these own and / or family businesses and **LARM** should be avoided, unless it has been explicitly approved by the Country Director or the Shareholders.

Finally, **LARM**'s assets, its equipment, information and other resources should be used exclusively for the company's own purposes.

Any collaborator who is subject to or declares himself prevented from what is described above must immediately notify the Company's Management.

Failure to comply with the above is grounds for termination with just cause of the current employment contract or service provision agreement.


Angélica Escobar
Country Director



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Control de cambios

Fecha	Versión No	Descripción de cambio	Responsable modificación	Responsable aprobación
Ene 2019	01	Modificación documental estructura	Senior Quality Specialist	Country Director
Ene 2021	02	Modificación documental estructura	Senior Quality Specialist	Country Director



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