

	INTEGRATED MANAGEMENT POLICY	PO-SIG-001
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TRANSPORTES HAGEMSA S.A.C., a private company engaged in the national and international road transportation of general cargo, special cargo, hazardous materials, chemical inputs, and controlled goods, is committed to conducting its operations by providing quality services that meet customer needs, while striving to prevent injuries to workers and other interested parties involved in our activities, protecting the environment, respecting communities, and fostering an ethical culture focused on the prevention of bribery.

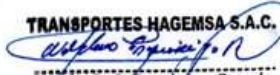
To this end, we are committed to:

- ✓ Developing the continual improvement of the Integrated Management System by optimizing our processes to increase customer satisfaction, prevent incidents, dangerous occurrences, traffic accidents, occupational illnesses, environmental pollution, promote respect for communities, and strengthen bribery prevention.
- ✓ Complying with applicable laws, regulations, standards, and other requirements subscribed to by our organization regarding quality, occupational health and safety, road safety, environment, anti-bribery, and respect for communities, as well as meeting customer and relevant interested party requirements.
- ✓ Promoting workers' well-being by providing a safe and healthy work environment and working conditions to prevent work-related injuries and ill health.
- ✓ Applying preventive and corrective measures to ensure the health and safety of all members of the organization and interested parties related to our operations through hazard elimination and risk reduction, preventing personal accidents, serious or fatal traffic accidents, and work-related illnesses.
- ✓ Ensuring that workers and their representatives are consulted and actively participate in Occupational Health and Safety Management.
- ✓ Promoting awareness of quality, occupational health and safety, road safety, environmental protection, anti-bribery, and respect for communities through ongoing awareness and training for all employees, fostering professional development, improving competencies, and motivating our workforce.
- ✓ Taking actions to prevent, mitigate, and/or control environmental pollution arising from our activities and services through the identification of environmental aspects and the assessment and control of resulting environmental impacts.
- ✓ Respecting the culture, values, and customs of the various communities where we operate.
- ✓ Prohibiting any attempt or act of bribery at all levels of the organization and throughout all processes. We also encourage the reporting of concerns or good-faith allegations regarding suspicious facts or conduct, guaranteeing confidentiality and protection against threats or retaliation.

Transportes Hagemsa S.A.C. ensures and promotes that the Anti-Bribery Function acts with authority and independence, without restrictions, to oversee and report. Likewise, failure to comply with this Policy will result in internal disciplinary measures and, where appropriate, the initiation of corresponding legal actions.

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Review Date: 09/01/2026


TRANSPORTES HAGEMSA S.A.C.
 Wilfredo S. Erquiaga Pereda
 GERENTE GENERAL
 R.U.C. 20371332210