



CERTIFICATE OF JOINING THE UN GLOBAL COMPACT

is given to

Vicsa Colombia S.A.S.

for committing to respect the ten principles of the United Nations Global Compact,
to take action in support of UN Goals
and to submit annually a Communication on Progress.

HUMAN RIGHTS

1. Businesses should support and respect the protection of internationally proclaimed human rights; and
2. make sure that they are not complicit in human rights abuses.

LABOUR

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION

10. Businesses should work against all forms of corruption, including extortion and bribery.