

D001- CODE OF CONDUCT

INTRODUCTION

The Code of Conduct of Viajes el Corte Inglés Colombia S.A.S orientates and motivates the labor sustainable performance and sensitizes his personnel in the prohibitions established by " ley 679 de 2001 y la resolución 3840 de 2009" against the sexual exploitation of kids and teenagers; it preserves and protects the Natural and cultural heritage of Colombia " ley 17 de 1981 y ley 397 de 1997". It supports the " ley 1566 del 31 de julio 2012", " By which procedure are dictated to guarantee the integral attention to persons who consume psychoactive substances ", " Entity compromised with the prevention of the consumption, abuse and addiction to psychoactive substances ": Reflecting procedure and attitudes of clean hands based on corporate values that are characterized in an ideal and agreeable environment.

This one is directed to all those who works in our company, including managers, executives and all the employees of all the offices all around the country.

Our suppliers are already subject to these requirements established in the present document, because respecting the Code of Conduct is a condition to realize commercial activities with Viajes el Corte Inglés Colombia S.A.S.

All the employees are persons in charge of demonstrating integrity, leadership and commitment, respecting all the dispositions of the Code of Conduct, the general standards for the commercial practices, the policies of the company and all the in force laws.

Every time personnel is incorporated he/she must respect the ethic and the integrity of our values, granting the fulfillment of the Code, we reject the discrimination in any of its forms "Ley 1482 de 2011", there will be offered just and equitable conditions to every collaborator including to the personnel that could be contracted in all the places where the agency operates " Ley 1098 de 2006", minors will not be contracted, and we won't participate in infantile exploitation, Viajes el

Corte Inglés Colombia S.A.S. uses a sensible criterion with all the employees, being responsible for the decision making under the fulfillment of the established.

Scope of Application.

The present Code of Conduct is applicable to suppliers , clients and employees of the company.

Objective.

The present code objective is that all the suppliers, clients, and employees, act under the established procedure, which use as limit when decisions are made and measures are taken that allow to assure the confidence of the service provided, offering and image based on the ethic and the principles of Viajes el Corte Inglés Colombia.

Regulation.

Viajes el Corte Inglés S.A.S., will has as guidelines the internal regulation of work, coexistence manual, functions manual, and this code, which are socialized to the employees and will be available for suppliers and clients.

Values.

Commitment with the society. Getting involved with the environment who surrounds us (ethic, values, laws).

Honesty with the community: Honor in every action we do.

Responsibility with the environment.

Team Work: Cooperation in all the actions that affects the community health.

Professionalism: In every act and work.

Efficiency: Getting more with less.

Respect: Between all the employees to all levels.

Quality: Doing things well the first time.

Partner Attitude.

A Viajes el Corte Inglés Colombia S.A.S. partner must respect all the values and habits of the different places where the agency has offices. Must respect and protect that place. He / she must promote the purchase of craft from that place, respect the wildlife, take care of the surroundings and avoid being involved with any campaign focused on the minors sexual exploitation.

Joy: The partner will always show his best smile, with a positive attitude.

Empathy: The partner will offer trusted services and destinations .

Sincerity: The partner will always be sincere y transparent in all the services we offer, making the proper advices and suggestions.

Transparency: There are a lot of issues in every travel, that's why every partner must explain all the details to our clients. If something happens Viajes el Corte Inglés will support the client.

Professionalism: The partner must know the destination with clarity to make the proper advices.

Commitment:

Viajes el Corte Inglés S.A.S., based on his Code of Conduct promises to reduce the impacts and environmental risks in the places where it operates, preserving the environments of its wildlife. It will avoid the inadequate use of water, it will promote campaigns to promote good environmental practices and will participate in the social and economical life of the communities in which it has offices.

- Will follow all the rules.
- It will promote an participate in activities of the country following all the laws.
- It will cooperate with the community.

VIAJES EL CORTE INGLÉS COLOMBIA SAS, Is against the sexual exploitation of children according to the law “ley 679 de 2001”.

VIAJES EL CORTE INGLÉS COLOMBIA SAS, Rejects any kind of child labor exploitation “Ley 1098 de 2006” **VIAJES EL CORTE INGLÉS COLOMBIA SAS,** Rejects any kind of child labor exploitation “ley 17 de 1981 y ley 397 de 1997”.

VIAJES EL CORTE INGLÉS COLOMBIA SAS, supports “ley 1566 del 31 de julio 2012”, “By which rules are issued to ensure comprehensive care for people who use psychoactive substances ”, “Entity committed to prevention of consumption, abuse and addiction to psychoactive substances”:

VIAJES EL CORTE INGLÉS COLOMBIA SAS, It is against discrimination in any of its forms “Ley 1482 de 2011”.

VIAJES EL CORTE INGLÉS COLOMBIA S.A.S is against illegal traffic in species such as flora, wild fauna, cultural heritage and cultural property “Decreto 1608 de 1978 Ley 63 de 1986 Ley 1185 de 2008 Resolución 0584 de 2002 Ley 397 de 1997”

This sustainability policy will be updated whenever circumstances require, adopting and publishing in both cases new objectives. Revised and approved for the Direction of VIAJES EL CORTE INGLÉS COLOMBIA S.A.S.