

Supplier Code of Conduct

At Hoteles BF, we are convinced that we are a key player in combating climate change, improving the quality of life of people and our community.

We deeply value corporate responsibility and sustainability. As part of our commitment to environmental care, respect for human rights, and the promotion of ethical practices in our supply chain, we have developed the following "Code of Ethics and Conduct for Responsible Suppliers."

This code reflects our vision of creating a positive impact in all the areas in which we operate, through collaboration with suppliers who share our values and commitments.

1. Compliance

1.1 Responsible Management System

Suppliers we work with must have an up-to-date management system that includes transparent policies and responsible practices. This implies sharing Hoteles BF's guidelines with their collaborators and ensuring that the entire value chain adheres to the same principles. We want collaborators committed to transparency and responsibility in every step of production.

1.2 Alliances for Sustainability

We will collaborate with our suppliers to align their practices with the environmental, social, and governance initiatives described in our "Impact Model." This collaboration will allow the establishment of a circular economy and strengthen our shared commitment to sustainability and environmental responsibility.

1.3 Continuous Improvement

We seek the constant implementation of good practices from our suppliers. Annually, suppliers must show evidence of improvement in their processes and practices to our auditors. This continuous improvement ensures that all parties involved remain committed to excellence and innovation in their operations.

1.4 Legality and Transparency

It is essential for us that our suppliers comply with all applicable national and international laws and regulations. Additionally, any issue related to products or services that may significantly affect our ability to procure must be reported

immediately to the purchasing department. Transparency and legality are the foundation of our commercial relationship.

2. Individual, Universal, and Labor Rights

2.1 Dignity and Respect at Work

Suppliers must treat all workers with dignity and respect, prohibiting any form of physical, verbal, or psychological abuse. We believe in creating positive and healthy work environments where everyone feels valued.

2.2 Equal Opportunities

We value equality and diversity. Suppliers must provide equal opportunities for professional growth to all team members, regardless of origin, gender, sexual orientation, religion, or any other characteristic. Training and development must be accessible without discrimination.

2.3 Child Labor and Exploitation

We strongly reject child labor, migrant exploitation, and any form of forced labor. Suppliers must ensure their operations do not contribute to these practices. Workers must have the opportunity to develop in a safe and enriching environment.

2.4 Working Conditions and Rights

Suppliers must provide a safe and hygienic workplace and respect workers' rights to fair wages, reasonable working hours, and legal employment conditions. Access to social protection and benefits in accordance with the law is essential.

3. Environmental Care

3.1 Environmental Responsibility

Suppliers must comply with legal requirements and adopt practices that minimize environmental impact, including proper waste management, efficient resource use, and reduction of harmful emissions. We seek partners committed to preserving our planet.

3.2 Responsible Use of Resources

Suppliers must strive to reduce water and energy consumption, use renewable sources, and prioritize reusable and recyclable materials. A responsible approach to raw material selection and production processes is expected.

4. Anti-Corruption Practices

4.1 Transparency in Business Practices

Suppliers must promote transparency in all operations. Bribery, extortion, and embezzlement are strictly prohibited. All transactions must be conducted with integrity and honesty to ensure mutual trust.

4.2 Compliance with Tax Obligations

Suppliers must comply with tax obligations and properly declare taxes to the relevant authorities. Adherence to tax laws is essential for ethical and transparent operations.

5. Community Support

5.1 Social Contribution and Strategic Philanthropy

We expect suppliers to contribute positively to the communities where they operate. We value their commitment to promoting well-being through social responsibility initiatives and strategic philanthropy, fostering sustainable development and collective progress.

Compliance Guarantee and Sanctions

Our Code of Ethics and Conduct for Responsible Suppliers reflects our shared values and aspirations. We expect all suppliers to comply fully. To ensure adherence, we have established a system of audits and periodic monitoring. Continuous improvement is essential, and we expect suppliers to work with us to consistently raise ethical and sustainability standards.

Sanctions for Non-Compliance

If violations are detected, the supplier will be required to implement an improvement plan. In severe cases (such as child labor, exploitation, bribery, or corruption) Hoteles BF reserves the right to terminate any business relationship, including canceling orders or ongoing projects. We are committed to maintaining an ethical and sustainable environment in all operations and collaborations.

At Hoteles BF, we are committed to corporate responsibility and creating a positive impact on society and the environment. By sharing these values with our suppliers, we aim to build a strong, ethical, and sustainable supply chain that benefits everyone.