

## CODE OF CONDUCT

With the purpose of counteracting sexual exploitation of children and adolescents during travel and when in tourism

In accordance with Resolution 3840 dated December 24th, 2009, which stipulates the Code of Conduct as per the 1<sup>st</sup> Article of Law 1336 dated July 21th, 2009, Compensar's employees agree to:

1. Refrain from offering, in tourist promotion programs and in tourist plans, expressly or surreptitiously, plans for sexual exploitation of children and adolescents.
2. Refrain from giving information to tourists, either directly or through a person about places where someone coordinates or practices commercial sexual exploitation of children.
3. Refrain from driving tourists, directly or through third parties, to establishments or places where commercial sexual exploitation of children is practiced, as well as refrain from driving children to places where tourists are staying, even if it is a question of Boats located in High Seas, for commercial sexual exploitation of children and adolescents.
4. Refrain from providing vehicles on tourist routes for exploitation or sexual abuse of children.
5. Impede the entry of children and adolescents to hotels or places of accommodation and lodging, bars, similar businesses and other establishments in which tourist services are provided, for purposes of exploiting or sexually abusing them.
6. Adopt measures to impede personnel from having ties in any manner with any company offering tourist services that allow sexual activity with children and adolescents.
7. Report to the Ministry of Commerce, Industry and Tourism and other authorities with jurisdiction the facts one was made aware by any means, as well as the existence of places, related to the sexual exploitation of children and adolescents and to ensure that within the company there are channels for the corresponding filing of complaints to the authorities with jurisdiction.
8. Design and disseminate within Compensar and its suppliers of goods and services a policy where the provider establishes measures to prevent and to counteract all forms of sexual exploitation of children and adolescents when travelling and when in tourism.

9. To train all personnel tied to Compensar in respect of preventing sexual & commercial exploitation of children.

10. Inform our users about the legal consequences in Colombia of sexual abuse and exploitation of children and adolescents;

"The exploitation and sexual abuse of children and adolescents contemplates criminal and administrative sanctions stipulated in Law 599 dated 2000, Law 1098 dated 2006 and other concordant norms "

11. Post in a visible place for Compensar Employees, this Code of Conduct and other commitments to protect children and adolescents.