

	<p style="text-align: center;">Integrated System Policy Management Quality</p>	Date of validity	15/10/2024
		Version	04
		Information classification	Internal use

FYCO, an innovative company that seeks to bridge borders, societies, and cultures through comprehensive solutions for the telecommunications sector, contributing to the technological development of Latin America and the Caribbean. Committed to the continuous improvement of its Integrated Management System, FYCO focuses on maintaining the highest quality standards and implementing risk-based management.

The company is dedicated to providing safe and healthy working conditions, preventing work-related injuries and health problems; as well as promoting environmental protection, preventing pollution and minimizing environmental damage caused by its activities.

To achieve these objectives, FYCO is committed to providing the necessary human, physical, financial, and technological resources for the management and implementation of the Integrated Management System. In this context, the company assumes the following responsibilities and objectives:

- Ensure continuous improvement in each of the company's processes.
- Comply with the legal and regulatory requirements associated with the Systems of Management, as well as customer requirements or other requirements.
- Promote consultation and participation of workers, and where they exist, of workers' representatives.
- Implement a risk management system to control the risks associated with the processes and ensure the effective execution of its controls.

Quality Management System Objectives

- Effectively guarantee the satisfaction of the customer and other stakeholders.
- Ensure the appropriate supply and prompt delivery of products and services.
- Enhance the skills of employees through personal and technical skills development programs that allow for growth within the organization.

Objectives of the Occupational Health and Safety Management System

- Promote a culture focused on preventing accidents, incidents and occupational diseases.
- Develop plans and strategies for prevention, preparedness and response to emergencies.

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- Eliminate hazards and reduce risks related to safety and occupational health.
- Ensure the identification of hazards, assessment, risk evaluation and the execution of the controls.
- To protect and promote the physical, mental and social health of the community, including employees, contractors, visitors, partners and other stakeholders.

Objectives of the Environmental Management System

- Identify and control the negative impacts caused by the activities developed.
- To promote the participation and sense of belonging of the members of the company through environmental education and culture programs.
- Implement strategies for the sustainable use of resources, mitigation and adaptation to climate change, and the protection of biodiversity and ecosystems.
- Monitor the amount of emissions generated in order to reduce the corporate carbon footprint.
- Take care of natural resources in the development of operations.

Furthermore, FYCO is committed to strengthening its positive impact on the communities where it operates through sustainable development, fostering social participation, establishing transparent communication, and recognizing local needs. This involves:

1. Community development: FYCO actively supports the development of projects in the communities in which it operates, promoting opportunities for growth and local progress.
2. Social participation: The company encourages community participation, allowing the inclusion of different perspectives and ensuring that projects benefit stakeholders.
3. Transparent communication: FYCO establishes clear and effective communication channels with the communities, ensuring an open and accessible dialogue to share progress, concerns and resolve doubts at each stage of the project.

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4. Recognition of local needs: The company identifies and addresses the specific needs of each community, integrating their priorities and expectations into the development and execution of projects to maximize positive impact.

This approach reinforces its vision of promoting not only technological growth, but also social and environmental progress in the Latin American and Caribbean regions where it operates.

Policy Disclosure and Review

This policy will be communicated to the different stakeholders of the organization and will be reviewed and/or updated once a year or when changes occur in the processes.

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