

Code of Ethics for Agility Changes LLC

Preamble

Agility Changes LLC is committed to upholding the highest standards of integrity and professionalism in all of our operations. This Code of Ethics is a living document that outlines guidelines to ensure that our business conduct is beyond reproach and reflects the core values of our organization.

Core Values

Integrity: We will act with honesty and honor without compromising the truth.

Accountability: We will take responsibility for our actions that influence our clients and the community.

Respect: We will treat everyone with respect and consideration, acknowledging individual diversity and dignity.

Transparency: We will be transparent in our communications and decisions.

Excellence: We will strive for excellence in everything we do.

Professional Conduct

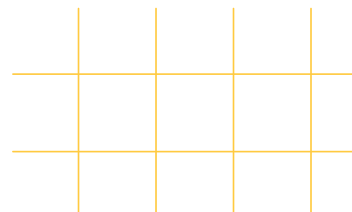
Conflict of Interest: We will avoid any situation that may represent a conflict between personal interests and those of the company.

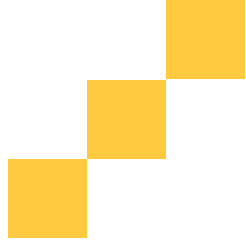
Confidentiality: We will protect the confidential information of our clients, partners, and our own company.

Legal Compliance: We will comply with all applicable laws, regulations, and standards in the jurisdictions where we operate.

Client and Supplier Relations: We will foster relationships based on mutual trust and fair treatment.

Workplace Environment: We will promote a safe, healthy, and positive working environment for all our collaborators and partners.





Commitment to Sustainability

Social Impact: We are committed to having a positive social impact on the communities where we operate.

Environmental Protection: We will continuously seek ways to reduce our environmental footprint.

Labor Practices: We will respect labor rights and promote a fair and ethical working environment.

Reporting Mechanisms and Compliance

Reports of Inappropriate Conduct: We encourage anyone to report any situation that goes against this Code of Ethics through our Ethics Line, available to collaborators, clients, suppliers, and shareholders.

Investigation of Complaints: We commit to investigating all complaints or reports fairly and confidentially.

Code Review and Update: This Code will be reviewed regularly and updated as necessary to reflect changes in the law and our business practices.

Acceptance and Adherence

All company members, including consultants, collaborators, and management, must commit to adhering to this Code of Ethics and sign a statement of acceptance upon joining the company and annually thereafter.

