

Non-Retaliation Policy

Mission

Improve the quality of life of the community in which we are involved through the knowledge economy, creating a corporate culture focused on individual and social well-being, and carrying out our activities with passion, commitment, and excellence.

Vision

Be a leader in innovative, knowledge-based technology solutions, focused on generating highly profitable business with flexibility and adaptability for the energy market.



Attributes

- Innovation
- Excellence
- Expertise
- Integration



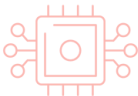
Through this Policy, BLC Global lays the foundation for its strategic direction, focusing on:



Strengthen an organizational culture based on trust, transparency, and integrity through sustained awareness and training initiatives, in which reporting irregularities, ethical concerns, or noncompliance is recognized and encouraged as a valuable contribution to the Organization.



Undertake to prevent, identify, and address all forms of retaliation and effectively protect every member who acts in good faith, ensuring that they will not face any harmful action for reporting, participating, or cooperating.



Ensure the availability of accessible and reliable internal communication channels that provide confidential handling and encourage their use in a safe environment.

Encourage the systematic and proactive adoption of continuous improvement to progressively strengthen reporting person protection mechanisms and consolidate an ethical culture.



Carlos Cerrutti
President of BLC Global



Ignacio López
Vice President of BLC Global