

ANTI-CORRUPTION POLICY

FUTURE CONCEPT S.A.C., a company specialized in providing business solutions committed to results through innovation services and design of people-centered experiences, establishes this policy, committed to combating all acts of corruption. We are committed to the implementation of a Legal Compliance Model under the guidelines and requirements of Law No. 30424, D.S. No. 002-2019-JUS and its modifying regulations, as well as those of the organization, assuming the following commitments:

- Prohibit and prevent any act of corruption in any possible form.
- Commit to compliance with anti-corruption legislation issued by the Peruvian government.
- Reduce corruption risks identified in all our activities by establishing financial and non-financial controls.
- Comply with the requirements of the criminal compliance model and promote its continuous improvement.
- Sanction acts of bribery or corruption by any employee who does not comply with the anti-corruption policy, code of conduct, or ethics, among other guidelines issued by the organization.

FUTURE CONCEPT S.A.C. designates a compliance officer, providing sufficient authority and independence for the execution of their functions and responsibilities.

FUTURE CONCEPT S.A.C. promotes the raising of good faith concerns (consultations or complaints) regarding any suspicious fact or conduct, guaranteeing confidentiality and the absence of reprisals, making a secure channel available to employees and stakeholders for such purposes.

In addition, as part of our anti-corruption policy, we commit to protecting confidential information of our clients and preventing its improper use to obtain favors or influence decisions. We also commit to ensuring that our innovation initiatives are not subject to malpractice in alliance processes and market traction strategies. Thus, we integrate the anti-corruption management system with our information security management system, inspired by ISO 27001 standards, and innovation management, inspired by ISO 56002 standards.



To ensure compliance with these provisions, we establish the following measures:

- Every employee must protect the confidential information of clients and comply with established policies and procedures for their treatment and protection.
- The use of confidential client information to obtain concessions or favors or to influence decisions that involve due process is prohibited.
- Every employee must inform their immediate supervisor of any attempt to use confidential client information for inappropriate purposes.
- We will evaluate and mitigate risks associated with our innovation initiatives, including risks of misuse of confidential information.
- We will establish control measures to prevent the misuse of confidential client information in our innovation initiatives.
- We will train our employees in the proper handling of confidential client information and in preventing malpractices in innovation.

Pre-established sanctions will be applied in case of non-compliance with the legal compliance model and in accordance with the organization's code of ethics and conduct. This policy will serve as a reference framework for the establishment, review, and achievement of objectives.



+51 992 743 849



Av. Santo Toribio 143, 2do piso - Oficina 55
San Isidro, Lima - Perú



innovacion@futurelab.pe

www.futurelab.la

