

Corporate Compliance

At EC Rubio we know that corporate policies and the promotion of ethical conduct are essential to ensure the optimal operation of companies within an increasingly regulated business environment.

The rapid evolution of national and international legislation on corporate compliance, as well as the tighter sanctions for illicit offenses, compels companies today to enforce several procedures and best practices to detect and prevent unlawful behaviors, and to timely respond when they occur.

Indeed, the implementation of governance and corporate compliance policies has ceased to be a voluntary option for organizations to become an indispensable element in any business strategy in order to guarantee its stability and continuity.

Through an appropriate corporate compliance program, companies can ensure that their members act within the law and thereby minimize the risk of sanctions that negatively impact their operation and prestige.

One of the main goals of compliance programs is to integrate the company's goals within the legal framework that regulates it, both locally and internationally, and align its standards of conduct with the existing legal requirements. Thus, it will be able to prevent and prevent the commission of crimes, protect itself from legal responsibilities and strengthen its position.

Experience has proven to us that a good compliance program increases the value of companies, attracts the best investors, customers and suppliers, optimizes its operation and promotes a healthy relationship with the authorities.



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OFFICES

covering Mexico's
most important
industrial regions

100

ATTORNEYS

50+

YEARS OF EXPERIENCE

One of the

10

LARGEST LAW FIRMS

in Mexico

Services

- _ Review of corporate policies with management and/or compliance officers.
- _ Adoption of best practices and code of ethics.
- _ Risk prevention and management.
- _ Internal controls and audits.
- _ Supplier audits.
- _ Criminal liability of legal entities.
- _ Personal data privacy.
- _ Internal training on the compliance program implemented by the company.
- _ Seminars on anti-corruption, conflicts of interest and workplace/sexual harassment.

Recent Relevant Matters

- _ EC Rubio advised a transnational energy company in the development and implementation of its Compliance program, providing support in the review of its international policies and procedures in this matter, and adapting them to comply with the Mexican legislation. As part of the implementation process, EC Rubio gave courses to its employees on the use of the code of conduct and its accountability mechanisms, as well as on the rest of the companies' anti-corruption policies and procedures.
- _ EC Rubio advises an insurance company, as a regulated sector, on corporate governance matters. The firm has also helped the company to comply with all the Mexican regulatory matters regarding Compliance.
- _ EC Rubio constantly gives courses to its clients (national and international companies) in the areas of Compliance, anti-corruption, and workplace/sexual harassment.
- _ EC Rubio worked with a major automotive group to implement a labor compliance study, aligned to the USMCA, in its six industrial plants distributed in different states of the Mexican Republic.

ecrubio.com
FB: @ECRubioMx
LI: EC Rubio
TW: @ecrubiomx

Chihuahua
Punto Alto E4, Penthouse
Centro Ejecutivo No. 5500
31125 Chihuahua, Chihuahua
T. +52 (614) 180 1800

Ciudad Juárez
Ejército Nacional 7695-C
Partido Iglesias
32663 Ciudad Juárez, Chihuahua
T. +52 (656) 227 6100

Irapuato
Pedro Martínez Vázquez 652
Los Eucalptos
36660 Irapuato, Guanajuato
T. +52 (462) 220 9255

Mexico City
Rio Duero 31
Cauhtémoc
06500 Mexico City
T. +52 (55) 5242 0700

Puebla
Blvd. de Los Reyes 6431 Of. 1307
San Bernardino Tlaxcalancingo
72820 San Andrés Cholula, Puebla
T. +52 (222) 241 9005

Querétaro
Paseo Cuesta Bonita 315-A
Cuesta Bonita
76063 Querétaro, Querétaro
T. +52 (442) 215 2821

