

CODE OF ETHICS OF BANCO DE MÉXICO

January 2019

Spanish version



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1. GENERAL PROVISIONS

◆ Purpose

This Code constitutes an element of Banco de México's integrity policy. Its purpose is to guide the conduct of those who embody it; to establish the principles and values that determine our actions as public officers, so that a proper conduct responding to the needs of society and guiding our performance prevails; and to determine the mechanisms for training and disseminating information in the field of ethics.

◆ Scope

The provisions of this Code are applicable to all public officers of Banco de México, who must observe and comply with them while performing our jobs, positions or commissions.

This Code will also serve as a reference for individuals with whom Banco de México has a relationship in order for them to be informed about the principles and values that govern the actions of Banco de México's employees.

◆ Compliance with applicable values and standards

It is our responsibility to know the content of this Code and use it as a guide for acting and conducting ourselves.

The principles, values and rules contained in this Code of Ethics must be complied with, without prejudice to the legal provisions and regulations applicable to Banco de México and its employees.

2. GUIDING PRINCIPLES OF PUBLIC SERVICE AT BANCO DE MÉXICO

In order to maintain and strengthen society's trust and fully comply with the institution's mission¹ and vision², we must be aware of the responsibility, high expectations and satisfaction that the work we develop at Banco de México entails.

Therefore, we, the public officers of Banco de México, must comply with the following principles:³

i. LEGALITY

We do only what the law expressly conferred on us, and at all times we comply with and guide our actions by the powers, laws, regulations and other legal provisions attributed to our job, position or commission. Thus, we know and comply with the provisions governing the exercise of our functions, powers and duties.

ii. HONESTY

We conduct ourselves with rectitude, without using our job, position or commission to obtain or pretend to obtain any benefit, advantage or personal gain or in favor of third parties. We do not seek or accept compensation, benefits, gifts or presents from any person or organization, because we are aware that this compromises our functions and that exercising our public office implies a high sense of austerity and vocation of service.

iii. LOYALTY

We correspond to the trust that society and the State have placed in us; we have an absolute vocation of service to society, and we satisfy the superior interest of the collective needs over particular, personal interests or alien to the population's general interest and welfare.

iv. IMPARTIALITY

We treat citizens and the general population equally, without granting privileges or preferences to organizations or individuals. We do not allow undue influence, interest or prejudice to affect our commitment to making decisions or exercising our functions in an objective manner.

¹ The main goal of Banco de México is to preserve the value of Mexico's currency in the long term in order to improve Mexicans' well-being.

² To be a highly renowned, accountable and trustworthy institution intended to fully attain its mission on the basis of its transparency, technical capacity, and ethical commitment.

³ Established in article 5 of the General Law of the National Anti-Corruption System and in article 7 of the General Law of Administrative Liabilities, as well as in the Fifth of the Guidelines for Issuing the Code of Ethics referred to in article 16 of the General Law of Administrative Liabilities published on October 12th, 2018 in the Federal Official Gazette.

v. EFFICIENCY

We act according to previously established plans and programs and optimize the use and allocation of public resources when executing our activities to achieve the set objectives.

vi. ECONOMY

We administer the goods, resources and services with legality, austerity and discipline, satisfying the objectives and goals to which they are destined, being these of social interest.

vii. DISCIPLINE

We perform our job, position or commission, in an orderly, methodical and persevering way, in order to obtain the best results in rendering our service.

viii. PROFESSIONALISM

We know, act and fulfill the entrusted functions, duties and commissions in accordance with the laws, regulations and other legal provisions attributable to our job, position or commission, observing at all times discipline, integrity and respect, towards both other public officers and individuals with whom we come to deal.

ix. OBJECTIVITY

We preserve the superior interest of the collective needs over particular, personal or alien interests, acting in a neutral and impartial way in the decision making process, which in turn must be informed in strict compliance with the law.

x. TRANSPARENCY

In exercising our functions, we privilege the principle of maximum publicity of public information, diligently attending the access requirements and providing the documentation that we generate, obtain, acquire, transform or preserve; and within the scope of our competence, we proactively disseminate public information as an element that generates value to society and promotes an open government, protecting personal data in our custody and, when appropriate, keeping due confidentiality in compliance with the applicable regulations.

xi. ACCOUNTABILITY

We fully assume the responsibility towards society and its authorities that derives from exercising our job, position or commission, and therefore we inform, explain and justify our decisions and actions, and we are subject to a system of sanctions, as well as to the evaluation and public scrutiny of our functions by citizens.

xii. MERIT BASED SELECTION

Public officers should be selected according to their professional abilities, proficiencies and experience, ensuring equal opportunity, attracting the best candidates to fill the positions through transparent, objective and fair procedures.

xiii. EFFECTIVENESS

We act according to a culture of service aimed at achieving results, seeking at all times to better perform our functions in order to achieve the institutional goals according to our responsibilities and through the responsible and clear use of public resources, eliminating any ostentation and undue discretion in their application.

xiv. INTEGRITY

We always act according to the principles that must be observed when performing our job, office, commission or function. We are individuals convinced of the commitment to adjust our conduct in order to guarantee in our functions an ethical behavior that responds to the public interest and generates full certainty of our conduct towards all individuals with whom we engage in or who observe our actions.

xv. EQUITY

We ensure that all individuals have fair and equal access to the use and benefit of the goods, services, resources and opportunities provided by Banco de México.

3. VALUES

In addition to the principles that the law requires us to observe in public service, the following values⁴ guide our conduct, characterize our daily actions, in accordance with high ethical standards, and reflect our commitment to society:

i. PUBLIC INTEREST

We act seeking at all times the utmost attention to the needs and demands of society over particular interests and benefits that are unrelated to collective satisfaction.

ii. RESPECT

We conduct ourselves with austerity and without ostentation, and we give a proper and respectful treatment to people in general and to our colleagues, superiors and hierarchical subordinates, considering their rights, in such a way

⁴ According to the Sixth of the Guidelines for Issuing the Code of Ethics referred to in article 16 of the General Law of Administrative Liabilities published on October 12th, 2018 in the Federal Official Gazette.

that we encourage polite dialogue and the harmonious application of instruments that lead to understanding through efficiency and public interest.

iii. RESPECT FOR HUMAN RIGHTS

We respect human rights and within the scope of our competence and powers, we guarantee, promote and protect them according to the following *Principles*: *Universality*, which establishes that human rights correspond to every person by the simple fact of being an individual; *Interdependence*, which implies that human rights are intimately linked to each other; *Indivisibility*, which refers to the fact that human rights make up a totality in such a way that they are complementary and inseparable; and *Progressiveness*, which sets that human rights are continually evolving and under no circumstance is a setback in their protection justified.

iv. EQUALITY AND NON-DISCRIMINATION

We serve all people without distinction, exclusion, restriction, or preference based on ethnicity or country of origin, skin color, culture, sex, gender, age, disability, social, economic, health or legal status, religion, physical appearance, genetic characteristics, immigration status, pregnancy, language, opinions, sexual preferences, political identity or affiliation, marital status, family situation, family responsibilities, and language, among others.

We understand equality as a transversal principle of human rights inherent to every person who, in turn, assumes difference as an expression of human diversity.

v. GENDER EQUITY

Within the scope of our competence and duties, we guarantee that both women and men have access under the same conditions, possibilities and opportunities to public goods and services; to institutional programs and benefits, and to jobs, positions and commissions.

vi. CULTURAL AND ECOLOGICAL ENVIRONMENT

In executing our activities we avoid affecting the cultural heritage of any nation and the planet's ecosystems; we assume a strong will of respect, defense and preservation of the culture and the environment, and in exercising our functions and duties, we promote within society the protection and conservation of the culture and the environment, as they are the main legacy for future generations.

vii. COOPERATION

We collaborate with our colleagues and encourage teamwork to achieve the common objectives established in the plans and programs of Banco de México, thereby generating a full vocation of public service for the benefit of the community and the confidence of citizens in the country's central bank.

viii. LEADERSHIP

We are guides, examples and promoters of this Code of Ethics, the Code of Conduct of Banco de México, and the respective rules of integrity; we promote and apply when performing our duties the principles that the Constitution and the Law impose on us, as well as those additional values that, due to their importance, are intrinsic to public service.

ix. RESPONSIBILITY

When performing our job, position or commission, we comply with the commitments we abide by aiming to achieve the institutional mission and vision, acknowledging and accepting the consequences of the decisions we make, as well as of the acts we undertake. We also safeguard the information to which we have access and act with seriousness and prudence.

x. EXCELLENCE

We strive when exercising our functions, permanently improving the quality of the work we carry out.

Our Code of Ethics implies an integral commitment, since we adopt these values as the essence of our way of working and behaving, both within and outside the Institution.

4. GUIDELINES FOR IMPLEMENTING THE GOVERNING PRINCIPLES OF PUBLIC SERVICE AT BANCO DE MÉXICO

To effectively apply the principles governing public service, we, the public officers of Banco de México, must observe when performing our job, position or commission, the guidelines established in article 7 of the General Law of Administrative Liabilities. To this end, the Code of Conduct of Banco de México specifies in a precise and concrete manner the way in which we will apply the principles, values and rules of integrity contained in this Code of Ethics.

5. RULES OF INTEGRITY

As public officers holding a job, position or commission at Banco de México, we must govern our conduct in public service according to the following rules of integrity:

a) PUBLIC PERFORMANCE

To conduct our actions without ostentation and clearly oriented to the public interest, adhering to the principles and values contained in this Code.

b) PUBLIC INFORMATION

To conduct our activities according to the principle of transparency and to safeguard all documents and information under our responsibility.

c) PUBLIC CONTRACTS AND AUTHORIZATION

Those of us who, on our own account or through others, participate in public contracts or in granting and extending licenses, permits, authorizations and concessions, must conduct ourselves with transparency, impartiality and legality; guiding our decisions by the needs and interests of society, and guaranteeing the best conditions for Banco de México as a body of the Mexican State.

d) PROCEDURES AND SERVICES

To attend users in a respectful, efficient, timely, responsible, impartial and non-discriminatory manner.

e) HUMAN RESOURCES

Those of us participating in human resources and structural planning procedures at Banco de México must adhere to the principles of equality and non-discrimination, merit based selection, legality, impartiality, transparency and accountability.

f) ADMINISTERING PERSONAL PROPERTY AND REAL ESTATE

Those of us involved in procedures of acquisition, removal, disposal, transfer or destruction of property must act with efficiency, transparency and honesty to meet the objectives for which such property is intended.

g) EVALUATION PROCESSES

Those of us participating in evaluation processes must at all times adhere to the principles of legality, impartiality and accountability.

h) INTERNAL CONTROL

Those of us participating in internal control processes at Banco de México must generate, obtain, use and communicate sufficient, timely, reliable and quality information, and adhere to the principles of legality, impartiality and accountability.

i) ADMINISTRATIVE PROCEEDINGS

Those of us participating in administrative proceedings at Banco de México must have a culture of reporting complaints, must respect the essential formalities of the procedure and guarantee a hearing, in accordance with the principle of legality.

j) PERMANENTLY PERFORMING DUTIES WITH INTEGRITY

At all times we must conduct our actions with legality, impartiality, objectivity, transparency, certainty, cooperation, ethics and integrity.

k) COOPERATING WITH INTEGRITY

We must cooperate with the administrative units of Banco de México that are responsible for ensuring that the principles and values intrinsic to the public service are observed, in addition to strengthening the culture of ethics and service to society.

l) PROPER BEHAVIOR

We must conduct our actions in a proper manner, without making inappropriate expressions, adopting inappropriate behaviors or using inappropriate language, and refrain from harassing or engage in bullying actions, always maintaining an attitude of respect towards the people with whom we are in contact when performing our public functions.

m) PROPERLY USING, SAFEGUARDING AND STORING INFORMATION

We must ensure the proper use, handling, registration, storage and disposal of the information and documentation related to our functions, in accordance with the applicable regulations, and if requested, channel the request through the corresponding institutional channels.

n) SECURITY, CIVIL AND ENVIRONMENTAL PROTECTION

We must participate in activities and programs related to security, civil and environmental protection, and be informed on how we will act in the event of a possible contingency, in order to avoid risks to our health, facilities and environment.

6. TRAINING AND DISSEMINATION MECHANISMS

The Directorate General of Comptroller and Risk Management will be responsible for interpreting and disseminating/making available the Code of Ethics, through the Directorate of Internal Control, which will promote continuous training of all staff through programs providing specialized guidance. Such programs may include, but are not limited to, courses, programs and seminars focused on institutional integrity, principles, rules and ethical values, as well as evaluations that allow to identify strengths and areas for improvement.

Notwithstanding the foregoing, the heads of the Bank's administrative units shall be jointly responsible for disseminating/making available this Code in their respective areas, as well as for fostering an environment of trust where staff may report any conduct contrary to this Code without fear of reprisal.

7. FINAL PROVISIONS

◆ Confirmation of receipt and commitment to compliance and confidentiality

Banco de México will inform us about the content of this Code and will request confirmation of it, as well as of our commitment to comply with it, without prejudice to it being available for consultation in the institutional media. Newly appointed staff will subscribe said record upon joining Banco de México. The commitment to comply will be periodically endorsed in the terms determined by the Bank to ensure that we know, understand, and comply with our Code of Ethics.

Via the Directorate of Internal Control, Banco de México's public officers will periodically subscribe and endorse a confidentiality commitment regarding the adequate use, safeguard and storing of information.

◆ Complementary provisions

In the event that any administrative unit or authority of Banco de México considers it appropriate to establish specific guidelines on ethical matters, complementary to the provisions of this Code, it shall make the corresponding proposal to the Liabilities Committee, so that the latter may verify if it is compatible with the provisions of this document and, if appropriate, determine its background or the necessary addenda.

◆ Complaint or Whistleblower Line

Banco de México provides us with a Complaint or Whistleblower Line in order for us to responsibly formulate any complaint or report stemming from knowledge of any behavior contrary to the principles governing public service, ethical values and rules of integrity contained in this Code, which will be addressed in accordance with the procedures established by Banco de México.

The aforementioned is managed by the Directorate General of Comptroller and Risk Management, through the Directorate of Internal Control, and is available through Banco de México's website (<http://www.banxico.org.mx>).

Complaints may even be submitted anonymously. Banco de México will not tolerate any type of retaliation against persons who, by any means, bring to its attention the existence of facts or behavior that, in the opinion of such individuals, could be contrary to this Code, the Code of Conduct, as well as other regulations applicable to the Bank or to its staff. Those attempting or engaging in any kind of retaliation will be subject to investigation in order to determine their responsibilities in terms of the applicable provisions.

◆ Non-compliance

Failure to comply with this Code may result in disciplinary action or sanctions in terms of the applicable provisions. It is the responsibility of the public officers of Banco de México to know the content of this Code, as well as to regularly review its addenda.

8. APPROVAL AND ENTRY INTO FORCE

This Code of Ethics was approved by the Liabilities Committee of Banco de México, in a session held on January 25th, 2019, based on article 16 of the General Law of Administrative Liabilities and on the Guidelines for Issuing the Code of Ethics referred to in said article, approved by the Coordinating Committee of the National Anti-Corruption System on September 13th, 2018, as well as in article 36, section IV, of the Internal Regulations of Banco de México, with the prior consent of the Bank's own Ethics Committee, expressed in a session held on January 15th, 2019.

This Code of Ethics will enter into force the day after its publication in the Federal Official Gazette.

As of the entry into force of this document, Banco de México's previous Code of Ethics approved by its Liabilities Committee, in a session held on November 29th, 2017, is abrogated.



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