

Supplier Code of Ethics

At SACMAG GROUP we not only provide consulting that meets the needs of our clients, but we also do so in such a way that reflects the Company's commitment to conduct our business activities in full compliance with current laws, in addition to following the principles of honesty and integrity that define our commitment.

In the same way, our clients, and all those who receive our services, expect similar behavior from all parties with whom we interact and especially with our suppliers.

The Corporate Business Principles of SACMAG GROUP enunciate certain values and principles, showing its commitment to all interested parties. This Supplier Code specifies and supports the continued implementation of the Corporate Principles by defining the minimum non-negotiable standards that are required of our suppliers, their employees, agents and subcontractors (collectively referred to in this Code as "the Supplier") to which they must respect and adhere when carrying out their business activities. The Provider's responsibility is to have adequate and trained personnel to provide the services for which they are contracted or subcontracted to ensure the standards of the services requested.

By accepting this Code, the Supplier undertakes that all agreements and business relationships that it establishes with SACMAG DE MÉXICO S.A. DE C.V. referred to in this code as "SACMAG" shall be subject to the provisions mentioned herein.

1.-Business ethics.

- Non-Discrimination

Supplier did not discriminate in its hiring and employment practices on the basis of race, color, religion, sex, age, physical ability, national origin, or sexual orientation.

- Freedom of association and the right to collective bargaining

Unless prevented by public regulations or policies, the Provider must guarantee its employees the right to freedom of association and the right to collective bargaining.

- Inappropriate Benefits and Perks

In all of its activities, the Provider shall never offer or promise, directly or through any third party, any personal or contractual agreement.

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qualified as inappropriate seeking to obtain or retain any business agreement or any other type of commercial advantage obtained by a third party in the public or private sector. In the same way, the Supplier must not accept any type of commercial advantage in exchange for preferential treatment from any third party.

2.-Sustainability.

SACMAG supports and encourages the execution of good operational practices and expects the Supplier to maintain a commitment to constantly seek improvements in the efficiency and sustainability of its operations, including water conservation, energy saving and paper recycling programs

3.-Standards of Work ETHICS

- Deprivation of liberty and forced labour

Under no circumstances shall the Supplier use or in any way derive any benefit from the imposition of forced labor. Enslaved servitude of any kind is prohibited, as is the use of psychological punishment, confinement, threats of violence, or any other form of harassment or abuse as a method of discipline and control.

The Supplier shall not use factories or production facilities that require the work to be performed by workers who do not receive any remuneration or under operating contracts, nor shall it enter into contracts with subcontractors who are involved in or use such facilities. In the event that the Provider uses workers who are incarcerated and under a rehabilitation scheme, such agreements are not considered a breach of this Code.

- Child labour

Any form of child labor exploitation by The Supplier is strictly prohibited. Child labour means any work that is mentally, physically, socially or morally dangerous or harmful to children, or that directly interferes with their needs for compulsory education as defined as such by the relevant authority.

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- Working time

Supplier is responsible for ensuring that its employees work in accordance with applicable laws and mandated industry standards regarding the number of hours and days of work. In the event of a conflict between a statute and a mandatory industry standard, the Supplier shall provide a remedy as set forth above under applicable national laws

- Remuneration

Supplier shall provide its employees with wages and benefits that comply with applicable laws and applicable collective bargaining agreements, including those relating to overtime pay and other overtime pay arrangements.

- Discrimination

The Supplier shall implement a policy in accordance with applicable laws prohibiting discriminatory practices in the hiring of personnel and in the professional ETHICS of the Provider on the basis of race, color, religion, gender, sex, age, physical abilities, national origins or any other legally prohibited condition.

4.- Health and safety.

- Work Environment

The Supplier shall be responsible for assigning its employees to safe and healthy work and an environment that also complies with these conditions. At a minimum, the Supplier shall provide potable drinking water, adequate toilet areas, food grabbing space, emergency exits and basic safety services, fire extinguishers, access to emergency health services, as well as properly lit and equipped workstations . In addition, its facilities must be constructed and maintained in accordance with the provisions of code standards and ordinances.

- Quality and safety of the product and service.

All products and services delivered by the Supplier shall comply with the standards, quality and safety parameters required by applicable laws. In the event of establishing any business relationship with SACMAG, the Supplier must comply with the established quality standards.



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- Environment.

Supplier shall ensure that it conducts its operations with the care necessary for the conservation of the environment and ensures compliance with all applicable laws and regulations of the country in which it is manufacturing and delivering products or services.

Confidential Information.

"We value and protect our confidential information and respect the confidential information of others"

Confidential information is information that is not or is not yet publicly known, such as engineering designs and their technical underpinnings, documentation and information provided by the client, trade secrets, business plans, marketing and services, customer views, databases, records, salary information, and any other unpublished financial or other information.

SACMAG's continued success depends on the use of your confidential information and its non-disclosure to third parties. Unless required by law or authorized by Company Management, Supplier did not disclose or permit the disclosure of confidential information. This obligation subsists after the termination of the employment relationship. In addition, the provider must use its best efforts to prevent unintentional disclosure of information by taking special care when storing or transmitting confidential information.

SACMAG respects the fact that third parties have a similar interest in protecting your confidential information. In the event that third parties such as business alliance partners, suppliers or customers share confidential information with SACMAG, such information will receive the same care as SACMAG's confidential information. In the same vein, the supplier will protect the confidential information obtained during their previous employment, and in accordance with current data protection law.

All suppliers must sign this confidentiality code of ethics at the time of entering SACMAG, with which they undertake to comply with this article.

5.- Audit and termination of contracts.

SACMAG reserves the right to verify that the Supplier complies with the provisions of this Code. In the event that SACMAG becomes aware of any action or conditions of non-compliance in relation to the provisions, SACMAG reserves the right to demand from the Supplier the performance of the



Código de Ética Proveedores

de medidas correctivas y dar por terminado cualquier contrato o convenio comercial con cualquier Proveedor que no cumpla con este Código.

Ing. Juan Ricardo Sandoval Dueck
Gerente General
SACMAG DE MÉXICO S.A. DE C.V.

James C. Camacho, FCSI
President
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