



## GRUPO GOLLET ELECTRONICS, S.A. DE C.V.

### CHAPTER I. INTRODUCTION

For Grupo Gollet Electronics S.A. de C.V.

The Code of Conduct is a guide of behavior and support to adopt behaviors that make us proud and induce the development and maintenance of the organization's positive image from employees, customers, suppliers and investors. This code leads us to promote the generation of values in a responsible manner, considering integrity as the inspiring principle of the actions of Grupo Gollet Electronics S.A. de C.V.

Grupo Gollet Electronics S.A. de C.V. acts at all times in such responsible, honest, straight, serious, transparent and in accordance with the law and internal policies set by the administration.

The Code of Conduct applies to all employees of Grupo Gollet Electronics S.A. de C.V. The use of the term Grupo Gollet Electronics S.A. de C.V. and the "Company" throughout this document makes joint reference to the same entity.

### CHAPTER II. HUMAN RIGHTS

Grupo Gollet Electronics S.A. de C.V. respects and supports the human rights proclaimed internationally by the United Nations General Assembly through the Universal Declaration of Human Rights (UDHR) in 1948. Our company also expects its suppliers to respect the same rights, including labor rights in all and Each of your activities.

## II.I FORCED LABOUR

Forced labor can be understood as work that is done involuntarily and under threat of any penalty. It refers to situations in which people are forced to work through the use of violence or intimidation or by more subtle means such as manipulated debt withholding of documents or other documents, Grupo Gollet Electronics S.A. de C.V. does not agree with this practice and seeks the welfare of each and every one of the elements that make it up call employees, customers, suppliers and investors.

## II. II CHILD LABOUR

Child labor practice by the Supplier and Grupo Gollet Electronics S.A. de C.V. It is strictly prohibited according to the conventions of the International Labor Organization. ILO Convention 138 indicates that no child under 15 years of age (or 14 in certain countries) can work, subject to exceptions by the ILO or national legislation, in the case of Grupo Gollet Electronics S.A. de C.V. under the Mexican Federal Labor Law. Young workers who exceed the legal minimum age to work may be hired, however, those under 18 must not perform work that could jeopardize their integrity, health or safety, including night shifts or overtime, or work more than what is allowed by local law, which indicates that this age group may only work 40 hours per week.

## II. III Non-discrimination policy

Grupo Gollet Electronics S.A. from C.V. It is driven by diversity, equality and equity in all organizational decisions. We recognize and appreciate that all people are unique and valuable, and should be respected for their individual attitudes and attitudes. Employees, customers, suppliers and investors are expected to offer equal opportunities and treatment with respect to employment and occupation without discrimination, which includes but is not limited to, the basis of gender, religion, race, national or ethnic origin, background cultural, social affiliation, functional disability, sexual orientation, marital status, age or political conviction.

## II. IV LABOUR CONDITIONS

In Grupo Gollet Electronics S.A de C.V. employees must receive fair wages and benefits that meet the basic requirements, needs and any national legal norm on minimum wage according to chapter VI of the Mexican Federal Labor Law. The company and its customers and suppliers must not apply disciplinary measures or any other form of deduction.

Grupo Gollet Electronics S.A. Group de C.V. ensures that all employees work in compliance with all applicable laws and mandatory standards of related industries, with regular hours and overtime, including food intake, rest periods, vacations, maternity and paternity leave. Without any harsh and inhuman treatment, including sexual harassment, sexual abuse, corporal punishment, physical or mental coercion, or verbal abuse towards workers. In the case of disciplinary policies and procedures, they must be clearly defined and duly disseminated to workers. The Company expects its customers, suppliers and investors to act under the same terms.

## CAPÍTULO III. SECURITY AND HEALTH

Grupo Gollet Electronics S.A. de C.V. It provides its employees with a safe and healthy work environment, in accordance with internationally recognized standards. Identifying and monitoring possible hazards, for the prevention of accidents and illnesses at work.

Whenever necessary, employees are provided with information and instruction on protective equipment, free of charge or deduction for it. The company provides adequate and regular training to ensure that employees are duly informed regarding health and safety issues, including among others to fire safety, proper handling of chemicals, machinery and tools, emergency preparedness and first aid.

## CAPÍTULO IV. NATURAL ENVIRONMENT

Grupo Gollet Electronics S.A. de C.V. adopts a preventive approach to the environmental challenges that we currently face; undertaking initiatives to promote greater environmental responsibility and awareness, encouraging, developing and disseminating green technologies.



Through these, the Company will improve and minimize the environmental impact, continuously improving its actions.

In Grupo Gollet Electronics S.A. de C.V. We carry out actions to protect the environment including the reduction of greenhouse gas emissions, the reduction of water and electricity, waste, implementation of circular economy and waste separation.

Grupo Gollet Electronics S.A. de C.V. It is aware of the minerals in conflict throughout the world, therefore, our team is committed to the constant identification of the source of our supplied metals. We work in accordance with Section 1502 of Dodd Frank Act, for that reason we pay special attention to our suppliers of the following raw materials: Columbita-Tantalite, known as Coltán (from which Tantalum is derived); Casiteria (Tin), Gold and Wolframite (Tungsten) and derivatives.

## CAPÍTULO V. BUSINESS INTEGRITY

### V.I CORRUPTION.

Grupo Gollet Electronics S.A. de C.V. believes in fair competition and strongly opposes all forms of corruption. Complying with all applicable laws and regulations on corruption, bribery, prohibited business practices and extortion. The company and its suppliers must never, directly or indirectly offer or promise any personal or inappropriate advantage to obtain or retain a business or other third party advantage, whether public or private.

### V.II CONFLICT OF INTEREST.

Suppliers are expected to communicate to Grupo Gollet Electronics S.A. de C.V. in any situation that may be interpreted or appear as a conflict of interest, also must be communicated if any employee or professional of Grupo Gollet Electronics S.A. de C.V. under contract they may have an interest of any kind in the supplier's business or other economic link with the suppliers.

### V.III GIFTS AND COURTESIES.

The distinction between corruption, gifts or business courtesies can be difficult to differentiate. Suppliers must not offer, directly or indirectly, gifts to employees or representatives of Grupo Gollet Electronics S.A. de C.V. or any thing closely related to the



company, unless the gift has a modest value and often moderate. Events, meals, or entertainment can be offered if there is a commercial purpose involved, as long as the cost is kept within reasonable limits. Business gifts or courtesies should never be given or accepted if it can be perceived that it has the specific purpose of influencing a business decision.

#### V.IV COMPLIANCE WITH LAWS AND REGULATIONS.

Suppliers are expected to comply with current local laws and regulations. In a particular case where the local law and the code differ, the suppliers must apply the one that establishes the highest level of behavior.