

Unicar Mexicana's Code of Conduct is based on the principles of the "Global Compact", the "Global Sullivan Principles of Corporate Social Responsibility" and the standards of "Social Accountability International". The described here constitute a minimum standard for the company.

Human Rights

We are committed to respecting internationally recognized fundamental human rights in our sphere of influence.

Forced Labor

Unicar Mexicana rejects all types of forced or involuntary labor, including slavery, servitude, imprisonment or labor that is the victim of human trafficking, refugees or displaced by any natural or man-made circumstance.

Child Labor

We will not engage in or associate ourselves with the use of child labor in our operations.

Discrimination and respect for others

Unicar Mexicana is a workplace free from discrimination and harassment on the basis of sex, race, color, religious beliefs, age, national origin, disability, sexual orientation or disease and contagion.

In case of illness Unicar Mexicana is committed to respect the privacy of employee data and information. In the event that the transfer of personal data to the health authorities is required, the security of the protection of such data must be verified.

Employees in our workplace deserve respect.

Harassment

Unicar Mexicana treats all employees with respect and dignity. No employee shall be subject to corporal or physical punishment, sexual, psychological or verbal abuse or harassment.

Compensation and working hours

We recognize the needs of workers for adequate compensation and observe the minimum wages legally

guaranteed in the respective labor market. We observe the rules that apply to working hours in each of our operations.

Relationships with employees and employee representatives

We respect our employees and the voluntary freedom of association. Independently of this, we also allow our employees to express their interests directly to management..

Health and Safety

We refer to providing a safe and healthy work environment that meets applicable standards for occupational health and safety. Measures are taken to prevent occupational injuries and illnesses caused by workplace conditions.

Workforce Development

We see the development of our employees as an essential investment in the future of our company. We also value the development of social and technical expertise.

Environmental responsibility

We conduct our operations in a manner that contributes to protecting and promoting environmental sustainability in accordance with applicable laws and regulations.

Suppliers

Where possible, we encourage our suppliers to introduce and apply similar principles of social responsibility within their companies.

Responsibility

We believe that each of our employees has an individual responsibility to follow this Code of Conduct and encourage co-workers to comply with it. Management is responsible for enforcing the principles that become part of our rules or policies.

Conflict of Interest / Fraud

All Unicar Mexicana personnel are expected to avoid any involvement or association that interferes, could interfere or could be thought to interfere with the judgment of any

employee as well as any action contrary to this policy that is detrimental to the organization.

Gifts / Corruption

In Unicar Mexicana it is forbidden as an employee to do any illicit business with any good or acquisition of goods of the company with customers, suppliers and governmental organizations. Employees must act with integrity in all their work activities and avoid any form of fraud or favoritism, the entire organization must be transparent in its operations and decisions, providing clear and accessible information about its activities complying with all applicable laws and regulations avoiding illicit practices. Any irregular behavior must be reported in a timely manner through the secure and confidential channels provided by Unicar Mexicana.

Bribes

It is prohibited to offer payment, promise of payment or authorization of payment of any amount of money, gift or anything of value to any employee for the purpose of:

- Influence any act or decision of them.
- Inducing them to do any act in violation of their obligations
- Securing an improper advantage.

CONTROL DE CAMBIOS

DIRECCIÓN GENERAL

Revisión	Fecha de revisión	Descripción del cambio
04	26.07.22	General revision, disease discrimination criteria added and logo changed.
05	27.02.24	Change of name to include Policy as Code of Ethics and Conduct Policy and indicate in the conflict of interest the fraud item and in Gifts the Corruption item (REC - gestamp).