



Armando Soto

General Director

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## COMPLIANCE

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Dear Suppliers and indirect employments,

At Steel & Trucks and Stamping Steel & Trucks, COMPLIANCE is an integral component of corporate culture. We expect that all of our suppliers conduct themselves and behave impeccably with the highest ethical standards, adhering to the mandatory legal compliance in force, norms, regulations and customer requirements. We must maintain a uniform and standard line of behavior, avoiding inappropriate and injurious behavior, always maintaining transparent and honest business practices, complying with the guidelines of our code of ethics and conduct and internal work regulations.

Our suppliers must work committed to our mission, vision, values and policies, but they are even more committed to themselves to give the best to our customers, support each other and thus together we continue to forge success and stamping ideas maintaining a successful sustainable business and therefore our work.

This letter is applicable to all suppliers or indirect employment relationships for those with contractual relationships and with whom they intend to work with us.

The interests of the companies must at all times be strictly separated from personal interests. Steel & Trucks and Stamping Steel & Trucks may at any time conduct investigations and reviews to ensure that they share our business values and that are independent of non-company considerations and that involve personal interests.

### **Environmental management system**

Suppliers are expected to have an environmental management system based on the ISO 14001 standard with the intention of complying with environmental regulations and that these are continuously verifiable and measurable.

Suppliers must have social commitment to the environment. This implies that their products as well as the materials and substances used in their processing comply with environmental regulations in terms of design, development, distribution, use and disposal or recycling. In full compliance with local and national environmental laws, suppliers strive to maintain a balance between profitability and environmental stewardship and are sustainably self-managed. An environmental management system (EMS) must be in place to achieve environmental objectives through constant control of operations.

## **Mineral Conflicts**

Suppliers shall ensure that all of their products are free from the use of conflict minerals since the beginning of the supply chain, knowing the importance and impact that have the use of these minerals, respecting human rights in alignment with legal obligations and international standards.

## **Corruption and criminal acts in business**

It is strictly forbidden to make business relationships or labor agreements where there is an "economic interest".

Bribery should not be accepted in exchange for offering any service or engaging in immoral activity or bribery. Any supplier that participates in these activities will be subject to contract termination. This does not apply to gifts and invitations that fall within the limits of normal business practice with respect to hospitality and courtesy.

## **Conduct towards competitors (Antitrust Law)**

The supplier competes fairly. Adheres to existing laws and regulations that uphold and promote competition, in particular existing antitrust laws and laws that regulate competition.

## **Forced labor and child labor**

Your company prohibits forced or compulsory labor, the use of child labor in all its forms, and complies with labor rights of the federal labor law for pregnant women.

Suppliers guarantee honesty, legality and clarity in all their operations and transactions.

You know, respect and support the protection of human rights established by the United Nations (UN) in the Universal Declaration of Human Rights and by the National Human Rights Commission (CNDH).

## **Principles that promote social responsibility**

Steel & Trucks and Stamping Steel & Trucks S.A. de C.V. They are convinced that human development and social responsibility is a priority and a fundamental part of staying in the market; for which we ask our suppliers to adopt the commitment of a culture and socially responsible management complying with international human rights and to oppose to all forms of discrimination.

## **Company secrets**

It is not allowed to provide any information related to our processes, technology, engineering, projects, among others; to other clients or possible clients for personal gain. Likewise, when not having contract with our organization. All information considered confidential should be handled with extreme caution and should not be posted on the network or displayed.

### **Compliance Confirmation**

Ensures all compliance risks have been identified and:

1. Effective risk mitigation processes have been implemented.
2. Adequate preventive measures have been implemented to reduce compliance risks and monitor the effectiveness of these measures.
3. No compliance violations were identified.



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**Armando Soto**

**Director**

**Steel & Trucks S.A. de C.V.**

**Stamping Steel & Trucks S.A. de C.V.**

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**Name and signature of supplier**

**Date**