

Code of Ethics
and Conduct
For S&T / SS&T
Suppliers



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1. INTRODUCTION

Suppliers, although they are independent organizations, are actively involved in the S&T AND SS&T value chain. For this reason, S&T / SS&T will promote and encourage among them the knowledge of its standard of "Ethics and conduct among its employees.

This code, marked by an ideal of cooperation, is aimed at mutual benefit, respecting at all times the role of each one. S&T / SS&T considers that its suppliers must maintain the minimum standards of conduct that are indicated below for the proper development of their activity.

2. SUPPLIER CONDUCT GUIDELINES

I. Current legislation

S&T / SS&T suppliers must comply with the applicable legislation of the countries in which they operate, avoiding any conduct that, even without violating the law, could damage the reputation of S&T / SS&T and produce adverse consequences for the company or its environment. When suppliers have to face conflicting demands, they must look for alternatives that allow them to respect internationally recognized human rights.

II. Human Rights

Suppliers must respect the internationally recognized human rights set forth in the "International Bill of Human Rights" and the principles relating to the rights included in the eight Fundamental Conventions of the International Labor Organization, in accordance with the Declaration on the principles and fundamental rights at work. The supplier's responsibility to respect human rights requires the supplier to prevent its own activities from causing or contributing to negative consequences on human rights and to deal with those consequences when they occur and seek to prevent or mitigate negative consequences on human rights. human rights directly related to operations, products or services provided by its suppliers.

In a non-exhaustive way, the responsibility to respect human rights implies for the supplier:

- Maintain with your employees labor practices consistent with the international regulations described above.
- Eliminate all forms of forced labor.
- Eradicate the use of child labor.

- Facilitate freedom of association and collective bargaining for its employees.
- Treat all its employees with dignity and respect, refraining from engaging in any conduct that is offensive or involves any type of discrimination based on race, religious, political or union ideas, nationality, language, sex, marital status, sexual preference, age or disability.
- Ensure that working conditions and environment (among others: wages, working hours, maternity protection, promotion of a safe, alcohol- and drug-free work environment, etc.) are consistent with applicable international labor standards, and that promote and maintain the highest degree of physical, mental and social well-being of their employees.
- Recognize and respect the rights of individuals belonging to vulnerable groups, when the provider's activities take place in areas inhabited by these groups.

3. ETHICAL BEHAVIOR AND MEASURES AGAINST BRIBERY AND CORRUPTION

The supplier must maintain ethical behavior at all times that allows it to establish legitimate and productive relationships with its own suppliers and companies with which they have a contractual relationship. You must act with honesty and integrity in all your contacts and business relationships with public or private entities in any country in which they operate.

The supplier must establish mechanisms that allow it to fight against all forms of corruption and bribery in the development of its activities. This implies, in a non-exhaustive way:

- Not to make or offer, directly or indirectly, any payment in currency, in kind or any other benefit, to any natural or legal person at the service of any authority, entity, public or private, political party or candidate for public office, in order to obtain or maintain, illegally, business or other advantages.
- Not to make or offer, directly or indirectly, any payment in cash, in kind or any other benefit, to any natural or legal person, in order for the latter to abuse their influence, real or apparent, to obtain from any authority, entity, public or private, any business or other advantage.
- Not to make or offer, directly or indirectly, any payment in currency or in kind or any other benefit, to any person, natural or legal, when it is known that all or part of the money or the species will be offered or delivered, directly or indirectly, to any authority, entity, public or private, political party or candidate for public office, with any of the purposes mentioned in the two previous paragraphs.
- Do not make payments to facilitate or expedite procedures, consisting of

the delivery of money or anything else of value, whatever its amount, in exchange for ensuring or expediting the course of a procedure or action before any judicial body, public administration or body official.

- Specifically, the provider will not make, offer or accept for cause in contracting with S&T / SS&T, any payment in currency, in species or any other benefit of / to any natural or legal person, in order to obtain or maintain any business or advantage for themselves or for a third party, which could give rise to a conflict between the interests of the supplier or the third party and those of S&T / SS&T.

4. SECURITY AND ENVIRONMENT

Carry out its activities in such a way that negative environmental impacts are minimized, in accordance with the legislation in force in each country of operation, and a high level of security is achieved in its facilities, products and services, paying special attention to the protection of its employees, contractors, clients and local environment. In particular, when they are developed in S&T / SS&T facilities, the supplier must know and enforce to its employees and subcontractors, all the applicable Health, Safety and Environment regulations.

5. CONFIDENTIALITY

The provider must respect the principles of confidentiality regarding the information they access as a result of their relationship with S&T / SS&T in the performance of their professional activity.

III. Responsibility of Suppliers.

S&T / SS&T suppliers undertake to:

- Respect this code, as long as they maintain their status as an S&T / SS&T supplier.
- Participate in the verification activities of this code that may be established by S&T / SS&T.
- Implement corrective actions, if necessary, as a result of any verification activity carried out by S&T / SS & T in your organization.
- Communicate to S&T / SS&T any information that they consider relevant in relation to the requirements established in this code.
- Respect the laws and regulations that regulate the protection, use and confidentiality of personal data. They should not communicate personal data to third parties, except in exceptional cases authorized by the laws or regulations in force.

- The technical data and various confidential information relating to the company are our property. Information regarding the existence, terms and conditions of projects and commercial agreements with SS&T / S&T, financial and technical data and any other sensitive information, such as consumption, intellectual property rights and technologies, are confidential in nature.

IV. Violation and Breaches of the Present Code.

- Failure by the provider of the content of this code may have different consequences in the contractual relationship with S&T / SS&T.
- Depending on the severity of the breach, these can range from a mere warning, and can even lead to disqualification as a supplier of S&T / SS&T; without prejudice to other legal or administrative actions that may be applicable.
- The Supplier acknowledges having read and understood the terms and conditions expressed in the Supplier Code of Ethics and Conduct and confirms its acceptance, adherence and commitment to compliance with it.



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S&T Legal Representative



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