

MEXICO CITY, NOVEMBER 2018

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Genomma Lab considers as a fundamental part of the commitment with its diverse stakeholders, especially with its collaborators; Promote, defend and monitor individual human rights in our operations. We take as a guide and contemplate international human rights standards, including the Universal Declaration of Human Rights, the Declaration of the International Labor Organization on Fundamental Principles and Rights at Work, and the Principles of the United Nations Global Compact, of which we are a signatory company, waiting for the reciprocity of all our business partners in the field of human rights.

With this purpose, we are committed to:

**GENERALS.-**

1. Give reasonable work hours and fair salaries, always surveilling the fulfilling of labor regulations, for those whom work with us.
2. Manage our activities with zero tolerance for; Violence, child labor, forced labor, trafficking in persons and discrimination.
3. Maintain and build strong and lasting relationships with all the stakeholders that make up our business, committing ourselves to act ethically and with integrity in everything we do.

**DIVERSITY AND INCLUSION.-**

4. Respect and consider in every moment the diversity and inclusion, offering equal opportunities.
5. Believe that our ability to develop business and our innovative and productive capacities are better with a highly diverse and multidisciplinary team.
6. Hire employees based on their experience, talent and qualifications for work, providing equal employment opportunities to all employees and job seekers without distinction of race, color, age, sexual orientation, gender, religion, ethnic origin, marital status, etc.
7. Fullfill with all the applicable laws that rule the no discrimination and labor inclusion, applying this to all the terms and conditions of the employment decisions, that include, among other things, recruitment, hiring, promotion, dismissal, retirement, transfers, permits, compensation and training.

**PREVENTION OF DISCRIMINATION, VIOLENCE AND HARASSMENT.-**

8. Maintain a zero tolerance for any speech or conduct that pretends or has the effect of abusing or harassing any collaborator for reasons of race, color, age, sexual orientation, gender, religion, disability, ethnic origin, marital status, etc.

Examples of that type of behavior include (but are not limited to) insults; inappropriate or unwelcome physical contact; sexual advances and / or requests for sexual favors; offensive language or inappropriate behavior in the workplace; threats, intimidation or hostile acts; and verbal, written, electronic or graphic materials that denigrate, show hostility or aversion to an individual or group.

9. Promote and maintain active the "RESGUARDA" complaint line for possible infractions, in which any collaborator can anonymously report any incident.

#### **SAFE AND HEALTHY WORKPLACE.-**

10. Consider health and safety as a priority, working hard to provide a safe and healthy workplace.

11. Report on work accidents, injuries and illnesses, as part of the Health, Safety and Environment Policy of Genomma Lab.

12. Ensure that medical attention and appropriate treatment are provided to injured or sick employees.

#### **WORK HOURS AND COMPENSATION.-**

13. We comply with all applicable laws regarding salary, hours of work, overtime and benefits.

14. Offer employees opportunities to develop their skills and abilities and, when possible, offer opportunities for promotion. Promotions, benefits, salary increases and other terms of work depend on many factors, such as their performance and the real financial environment. Also considered are work history, experience, years of service, location, market conditions, profitability, work-related skills, among other factors.

#### **CHILD LABOR.-**

15. Monitor and maintain our philosophy of prohibiting the hiring of minors, considering the regulations in this regard.

16. Promote and surveil that our business partners respect our philosophy against child labor.

17. Prohibit the use of any type of forced labor, including prison labor, work under forced fulfillment contract, the debt bondage or slave labor.

18. Contemplate and consider all the necessary measures to avoid compulsory or forced labor.

#### **FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING.-**

19. Respect our collaborators' right to form, join or not to join a labor union.

20. Promote the collective bargaining and contribute to guaranteeing good labor relations that benefit everyone through a constructive dialogue.


**RELATIONS WITH THE COMMUNITY AND STAKEHOLDERS.-**

21. Recognize the impact we have in the communities where we operate.

22. We assume the commitment to operate respecting and guaranteeing the human rights of the neighboring communities.

23. Guarantee a dialogue to the stakeholders of those communities to make sure that we listen, learn and consider their points of view in our business.

This statement is align to our Integral Management Policy, which is a commitment assumed by our CEO, it will be reviewed annually and communicated to all the members of our organization. The ultimate goal is to promote and respectful and vigilant work environment to preserve the Human Rights.



**JORGE BRAKE**  
CEO, GENOMMA LAB



**LETICIA CAMPOS**  
EXPERIENCIA GENOMMA