




CODE OF CONDUCT AND ETHICS FOR SUPPLIERS

MAY 2020





Relations with our Suppliers are essential to make our business model a reality. Therefore, they are built on trust, honesty, respect, and integrity. When selecting our Suppliers and business partners, we offer equal opportunities to offer and participate as part of our value chain, constantly working to involve and align them with the fundamental values of the Company.

This document ("the Code") is aligned to our Code of Conduct and Ethics and we make it available to all our Suppliers in order to establish negotiation standards, strengthen relationships, as well as establish our ethical, social and environmental commitment. We expect that all our Suppliers fully comply this Code, with all the laws, best practices, and applicable international norms to improve sustainable practices.

Who is the norm for?

To every supplier, consultant, or business partner ("Supplier") who provides a product or service to Genomma Lab International, S.A.B. de C.V. and/or its affiliates and subsidiaries (collectively "Genomma Lab" or the Company").

How do we apply it?

Genomma Lab urges to all our Suppliers to align to this Code's principles and standards; therefore, Suppliers should not perform or be part of any illegal and/or prohibited act by the present document.

Acceptance of the Code is a prerequisite to establish a commercial relationship with Genomma Lab. The supplier agrees that all its activities will be subject to the disposals included in this Code. Genomma reserves the right to rethink the continuity of its commercial relationship if the Supplier violates this Code and/or the applicable laws.

Therefore, the Provider is expected to:

- Respect the alignments, principles and values described in this Code.
- Integrate and communicate the guidelines of this Code to its value chain.
- Integrate these principles to its continuous improvement strategy, by establishing performance objectives, action plans executions and the adoption of corrective and preventive measures.
- Have mechanisms to assess and manage the risks that may occur in all topics considered in this Code.
- Have adequate documentation available to demonstrate that they are aligned to the principles in this Code, as well as the compliance with applicable regulations and laws.



1. Equality and justice in the relationship with Suppliers

All the workers have access to fair procedures and solutions.

- We base our relationships with Suppliers and commercial partners in the compliance of our Integrity Policy, as well as the stipulations of the present Code, hoping that our allies carry out their activities under the applicable laws frame and in a consistent way to the stipulate in this Code.
- The consequence of a Supplier committing illegal acts or violation of this document, would be the end of the commercial relationship.

2. Anti-corruption

Businesses are based on a culture of ethics and transparency.

- Our Suppliers will not practice or tolerate any form of bribery or corruption.
- All the transactions must be carried out in an ethical and transparent manner.
- Our Suppliers must apply a zero tolerance policy to any illegal practice, denouncing corruption acts and peddling influences.
- Suppliers are obliged to report any act of corruption which they have knowledge, making use of the reporting channels that we make available to them, in the understood that the omission of this notification will be considered a breach of this Code.

3. Gifts, services and other courtesies

There are no personal benefits in business.

Is it possible to give a gift or courtesy in any other circumstance?

If and only if:

- ° Its value is modest.
- ° It has been approved to be offered to a large group of collaborators.
- ° It is a detail such as a pen, a t-shirt, or a logo item.
- ° It is a symbolic value present, such as trophies or statuettes whose price is modest.

This topic is deepened in our Code of Conduct and Ethics.

4. Quality and Integrity

Business are carried out within the law frame with integrity.

- Suppliers must guarantee the integrity of their supply chain, avoiding falsifications and adulterations to protect the product.
- Ensure the compliance with the applicable quality standards and the requirements of a good manufacturing, distribution, and laboratory practices, ensuring quality and timely availability of the product.



5. Intellectual Property

In business, the necessary measures are taken to safeguard intellectual property.

- Suppliers must avoid any act or behavior that could affect the brands reputation or any intellectual property rights of Genomma Lab.
- Suppliers will ensure that the privacy of employees and commercial partners is protected, as well as making sure that the services and products provided to Genomma Lab are not infringing the intellectual property rights of any third party.

6. Conflicts of interest

In business, conflicts of interest must be avoided.

- Suppliers naturally involve in commercial relationships with other companies, including Genomma Lab's competitors. Any situation that constitutes, or could give rise to a conflict of interest should be avoided and immediately reported to Genomma Lab. Suppliers must be verified annually and declare that there are no conflicts of interest, in order to maintain their commercial relationship with Genomma Lab.

HUMAN AND LABORAL RIGHTS

7. Child labor

The employees are in the right age and child labor is prohibited.

- Our Suppliers must meet the minimum age for the employment's admission according to the applicable local and national laws.
- Suppliers must avoid any kind of child labor in their operation, according to the agreement 138 of the ILO's (International Labor Organization) and the principles of the United Nations Global Compact.

8. Forced labor

Work must be voluntary.

- Our Suppliers must prohibit the use of any kind of forced labor according to the agreement No. 29 of the ILO's (International Labor Organization) on the abolition of forced labor, including prison labor, contract labor, forced compliance, debt bondage or slave labor.
- All work should be voluntary, and the employees will be free to finish their employment relationship or to end their contract with prior notice and with reasonable timing.
- Our Suppliers must commit to legal compliance related to the foreign and immigrant collaborators without retaining any identity document or wages, regardless of any fully understood legal contract.



9. Diversity and inclusion

All the collaborators are respectfully treated.

- Our Suppliers are committed to promote and preserve a diversity and inclusive culture in all of its operations, free from any type of discrimination attributed to nationality, gender, age, disability, union membership, religious orientation, marital status, sexual orientation or any other illegitimate criteria according to the current legislation.
- Our Suppliers must ensure the promotion of a free harassment or discrimination workplace.

10. Workday

Collaborators hours are reasonable and according to the law.

- Workday will not exceed the maximum allowed by the applicable national legislation.
- Our Suppliers must guarantee habitual working hours, including breaks, rest periods, vacations, maternity and paternity leave, among others.

11. Remuneration

The collaborators have a fair remuneration.

- Our Suppliers must accomplish all the labor laws applicable to the wages, including minimum wage provisions, work hours, extra hours, law benefits, breaks, days off and vacations.

12. Freedom of association and non-retaliation

Collaborators are free to exercise their rights.

- Our Suppliers will not interfere with the freedom of association of their employees, according to the applicable local legislation.
- The collaborators right to freely associate, to join unions, seek representation, be members of works councils and participate in collective bargaining will be respected.
- The collaborators will not be subject to discrimination or termination of the contract in retaliation for exercising their rights.

SECURITY, HEALTH AND ENVIRONMENT

13. Health and safety at work

The health and security of our employees is our priority.

- Our Suppliers must guarantee safe and healthy work conditions through adequate controls, security procedures, training, preventive maintenance, and the use of personal protective equipment.
- Our Suppliers must guarantee the integral well-being, as well as the medical attention and appropriate treatment for those injured or exposed to occupational diseases.
- Our Suppliers will communicate their employees about the security risks on the workplace and will train them to ensure protection.
- Our Suppliers must comply with the applicable national regulations, in addition to consider international standards that help improve their performance.
- They must obtain and keep updated all the necessary licenses and records to operate.





14. Environmental management

Business are carried out under environmental commitment and responsibility.

- Our Suppliers must respect and comply the environmental regulatory requirements in every level (local, national, and international).
- Our Suppliers must obtain and maintain environmental permissions and licenses required to operate.
- Our Suppliers will ensure the environment protection and promote the natural resources care, such as water, energy sources and raw materials, minimizing their waste and implementing initiatives to improve the environmental performance of its operation, always seeking continuous improvement.
- They will be backed by a risk prevention and mitigation approach to environmental challenges.
- Our Suppliers must have an Environmental Management Plan, which helps manage adequately and responsibly every environmental aspect of their business, being these the use of natural resources, the generation of emissions and the management of waste, and dangerous and potentially dangerous substances, among others; to meet or exceed recognized environmental standards and legal requirements.

The Company's success is related to the alliances we make with our Suppliers, which we build with trust, honesty, respect, and integrity, always seeking for a mutual benefit. Therefore, this Code constitutes an important element on the selection and evaluation of those Suppliers who have a commercial relationship with Genomma Lab. The present document is available and will be reviewed annually and communicated by our Ethics Committee.

SUPPLIER ACCEPTANCE

The undersigned confirm that:

- We have received and duly taken note of the contents of Genomma Lab's Code of Conduct and Ethics for Suppliers.
- We are aware of all the relevant laws and regulations of the countries in which our Company operates.
- We will inform Genomma Lab of any suspected violation of the Code of Conduct and Ethics for Suppliers.
- We will comply and enforce the Genomma Lab's Code of Conduct and Ethics for Suppliers.
- We will inform all our employees /subcontractors of the content of the Genomma Lab's Code of Conduct and Ethics for Suppliers and we will ensure that they comply and ensure the indications contemplated in the Code.

We, hereby authorize Genomma Lab or any organization acting on behalf of Genomma Lab to carry out audits with or without prior notice in our installations and in our subcontractors business installations at any time, to verify the compliance of the content of the Code of Conduct and Ethics for Suppliers.

Company's name: _____
Agent's name: _____
Agent's position: _____
Date: _____
Place: _____
Agent's sign: _____





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WE ARE GEN
PURPOSEFUL PEOPLE

