

OBJECTIVE

Genomma Lab considers as a fundamental part of its commitment to its stakeholders, especially its employees, to promote, defend and monitor individual human rights in all our operations. We are guided by and contemplate the international human rights standards included in the Universal Declaration of Human Rights, the Declaration of the International Labor Organization on Fundamental Principles and Rights at Work, as well as the Principles of the United Nations Global Compact, to which we are adhered. We expect correspondence from all our business partners and suppliers regarding due compliance with human rights.

All the operations of Genomma Lab Internacional, S.A.B. de C.V., are affiliates, subsidiaries and related parties, shall be carried out in compliance with the principles of ethics and legality established herein, as well as in the Code of Conduct and Ethics, the Anti-Corruption Policy and the Diversity, Inclusion and Gender Equality Policy and all corporate integrity policies.

REACH

This is a global Policy and applies to each country in which Genomma Lab Internacional, S.A.B. de C.V., its affiliates, subsidiaries and related parties have operations. We are committed to all the environmental regulations dictated by the local authority where we have impact.

1. DEFINITIONS

The following terms, used with initial capital letters in this document, have the following meanings (all terms used in the singular form in this document shall have the same meaning when used in the plural form and vice versa).

CONCEPT	DEFINITIONS
Forced Labor	People are forced to work by using violence or intimidation, or by more subtle means such as a manipulated debt, withholding identity documents or threatening to report them to the immigration authorities.
Discrimination	Unfavorable and unfair treatment against another person or group, usually because of their origin, identity or way of life.
Human Rights	Prerogatives based on human dignity, the effective realization of which is indispensable for the integral development of the individual.
Global Compact	A call to companies in order to align their strategies and operations with the 10 Universal Principles on Human Rights, Labor Standards, Environment and Anti-Corruption, and to take measures to promote the Sustainable Development Goals (SDGs).
Diversity	The presence of people with different physical, social and personal characteristics in a group or organization.
Inclusion	Attitude, tendency or policy of integrating all people into society, so that they can participate and contribute to it.

2. GENERAL ASPECTS

- Provide reasonable working hours and fair wages, monitoring compliance with labor regulations at all times, for those who work with us, regardless of any reason or individual characteristic such as race, gender, gender identity or expression, sexual orientation, ethnicity, religion, culture, nationality, disability, age, pregnancy, social or economic status, political identity or affiliation, marital status, among others.

- Manage all our operations with a zero tolerance focus on violence, harassment, sexual harassment, child labor, forced labor, human trafficking and discrimination. .
- Maintain and build strong and enduring relationships with all the stakeholders that make up our business, committing to act ethically and with integrity in everything we do.

3. DIVERSITY AND INCLUSION

- Respect and consider diversity and inclusion at all times, offering equal opportunities.
- We recognize that the collective sum of each person's differences represents a fundamental part not only of our corporate culture, but also of our goals.
- Attraction and hiring processes are carried and based on experience, talent and skills for the job, providing at all times equal opportunities for all candidates, without distinction of race, color, age, sex, sexual orientation, gender, religion, ethnic origin, marital status, etc.
- Comply with applicable laws on non-discrimination and labor inclusion, considering the processes of recruitment, hiring, promotion, dismissal, retirement, labor transfers, leaves, compensation and training.
- Maintain a zero tolerance to any speech or conduct that is intended to, or has the effect of, abusing or harassing any employee due to race, color, age, sex, sexual orientation, gender, religion, disability, ethnic origin, marital status.
- Promote and maintain our "GEN-te Escucha", a mechanism that can be used by our employees, as well as by third parties with whom the Company has a relationship.

4. SAFE AND HEALTHY WORKPLACE

- To provide and maintain a safe and healthy workplace for our employees and contractors by mitigating risks, preventing incidents and occupational illnesses.
- Comply with the health and safety procedures established in our Environmental and Social Management System (ESMS), as well as the applicable regulations in each country where we operate, in addition to considering international standards to achieve continuous improvement.
- Guarantee proper medical attention to employees in the event that any employee requires it.
- We promote a continuous improvement of our products through sustainable innovation, applying circular economy elements and incorporating materials and ingredients with better environmental performance, in order to reduce the negative impact on the environment. elements of circular economy and incorporating materials and ingredients with improved environmental performance, in order to reduce the negative impact on the environment.

5. WORKING HOURS AND COMPENSATION

- Operate in strict compliance with applicable laws regarding salaries, work schedules, overtime and benefits.
- To offer employees opportunities to develop their skills and capabilities through the continuous training programs offered by the Company.
- The promotions and professional growth of our employees are aligned with periodic reviews through performance evaluation processes.

6. CHILD LABOR

- Monitor and maintain our commitment to prohibit the hiring of people under 18 years of age, considering at all times the regulations related to this issue.
- Promote and monitor that our business partners and suppliers are aligned with our commitment against child labor.

7. FORCE LABOR

- Prohibit the use of any form of forced labor, including prison labor, indentured labor, debt bondage or slavery.
- Consider and take into account all necessary measures to prevent forced or compulsory labor in our operations.
- Promote and monitor that our business partners and suppliers are aligned with our commitment against forced labor.

8. Firmas de Autorización



Marco Sparvieri
CEO
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