



Turbo-Mex Refacciones, Mantenimiento y Seguridad Industrial, S.A. de C.V.

Comprehensive Management Policy

At Turbo-Mex Refacciones Mantenimiento y Seguridad Industrial S.A. de C.V. we are committed to collaborating in an interdisciplinary way to fulfill our Mission as a company; promoting innovation at all times, seeking the correct use of resources, complying with the requirements, applicable national and international standards; always working under a continuous improvement approach in the Comprehensive Management System.

It ensures its commitment to the development of personnel and to providing them with safe and healthy working conditions, through the identification of hazards and risk assessment, defining controls to eliminate and/or reduce them.

With a high sense of social responsibility and protection of the environment, establishing controls that mitigate its environmental impacts for the prevention of contamination.

We prohibit bribery and any unethical practice, both in the activities carried out by our direct collaborators and in the interaction with our business partners and other interested or related parties, for which we identify the risks associated with these relationships, we establish appropriate measures according to the type of risk and we act on any suspicion identified by our collaborators or external parties, taking them seriously and investigating them properly and without retaliating.

To achieve its framework of action, it promotes the awareness of its employees at all hierarchical levels through their active participation in the Comprehensive Management System, supported by the SGI coordinator who is assigned the anti-bribery compliance function. Acting accordingly in the event of serious deviations from the integrated management system.

SINCERELY

**Ing. David Ferrusquia Zamudio
Managing Director**