



Global Sustainability Code for Suppliers

Preface

As one of the world's largest aluminium automotive component manufacturers, Nemak bears special responsibility to the environment and to society.

We seek to advance our commitment to all aspects of sustainability (social, environmental, and economic) through long-term, mutually beneficial partnerships with our suppliers.

Therefore, we expect our suppliers to comply with this Global Sustainability Code for Suppliers (the "Code") and to bind their own suppliers accordingly.

This Code is based on principles and standards set forth in the following international treaties and agreements: The Organization for Economic Cooperation and Development's (OECD) Guidelines for Multinational Enterprises, the Global Compact and the Universal Declaration of Human Rights of the United Nations (UN), and the Conventions of the International Labour Organization (ILO).

I. Business Ethics & Compliance

Compliance with laws.

The supplier obeys all applicable laws and regulations and respects the above-mentioned international treaties and agreements.

Prohibition of corruption.

The supplier does not engage in corruption or bribery and ensures that decisions will not be influenced by personal interest.

Fair competition.

The supplier respects the rules of fair competition and complies with all applicable competition and anti-trust laws.

Prohibition of money laundering.

The supplier does not take part in any form of money laundering.

Privacy & intellectual property.

The supplier safeguards and makes only appropriate use of confidential information. The supplier ensures that all employees' and business partners' privacy and valid intellectual property rights are protected.

II. Environment & Product Safety

Resource conservation.

The supplier is committed to responsible environmental practices such as waste avoidance, recycling, and energy conservation. The supplier supports a precautionary approach to environmental challenges.

Reducing environmental impact and emissions.

The supplier seeks to minimize environmental impact and to control emissions.

Hazardous materials and product safety.

The supplier identifies hazardous materials and ensures their safe handling, movement, and storage, use, recycling or reuse and disposal. The supplier complies with all product safety requirements set by applicable laws and regulations.

Environmental management systems.

The supplier establishes and maintains a robust environmental management system (e.g. ISO 14001 EMAS).

III. Human Rights

Respect for human rights.

The supplier is committed to protecting internationally accepted human rights. The supplier enforces the following conditions at all its locations:

Prohibition of child labour.

The supplier does not use child labour. The supplier does not employ any person under the age of 15 or below the legal minimum age, if higher.

Prohibition of forced labour.

The supplier does not use forced or compulsory labour in any form.

Principle of non-discrimination.

The supplier rejects any discrimination based on age, gender, race, ethnic or social background, national origin, religion or belief, disability, gender reassignment, union activity, political affiliation or any other personal characteristic or other status protected by law.

IV. Working Conditions

Occupational health and safety.

The supplier provides and maintains a work environment that meets or exceeds applicable

legal standards for occupational health and safety.

Freedom of association and collective bargaining.

The supplier respects freedom of association and the right to collective bargaining. In locations where these rights do not exist due to legal constraints, the supplier will provide channels for employee concerns to be heard.

Fair wages.

The supplier provides compensation and benefits that are fair and comply with applicable laws.

Fair working hours.

The supplier complies with all applicable laws regulating working hours.

V. Implementation and Compliance

These guidelines are effective as part of the contracts entered into between Nematik and its suppliers.

Nematik reserves the right to verify a supplier's compliance with these guidelines and to take appropriate action in the case of violations.

Reports of violations or suspected violations of this code can be submitted anonymously to [Alfa's Transparency Helpline](#) by sending an email to: transparency@alfa.com.mx or by calling any of the Helpline's toll-free numbers in the countries where Nematik operates. No retaliatory actions will be taken by Nematik against anyone who makes such a report or cooperates in an investigation of such a violation reported by someone else.

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